

Alameda County
2001 – 2002 OCCUPATIONAL OUTLOOK REPORT

A Product of the California Cooperative Occupational
Information System, sponsored by:

Oakland Private Industry Council
State of California Employment Development Department,
Labor Market Information Division
and
California Occupational Information Coordinating
Committee

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ACKNOWLEDGEMENTS



Keeping pace with the changes in the workplace has become a focus for employers and employees in this shifting economic environment. Oakland Private Industry Council, Inc., is pleased to assist both businesses and job seekers by providing an in-depth analysis of 25 occupations in Alameda County.

Occupations for the study are selected by our business and workforce development partners, and we thank them for their participation. Special thanks go to over 400 employers throughout Alameda County who contributed their time and information for us to complete the study.

The results are presented in this **2001 Occupational Outlook Report of Alameda County**. We hope it will be a valuable tool for employers and job seekers as they navigate this shifting economy.

The project received valuable support from the State of California Employment Development Department, Labor Market Information Division. We especially want to acknowledge the assistance of Site Analyst Susan Connelly, Labor Market Consultants Idell Weydemeyer and Vicki Reischman, and the late Tré Braun.

We hope you find the information valuable.

Gay Plair Cobb
Chief Executive Officer

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INTRODUCTION

Thank you for taking the time to review the Alameda County Occupational Outlook Report. The information in this report was collected through a cooperative partnership between the Oakland Private Industry Council (PIC) and the Labor Market Information Division (LMID) of the California Employment Development Department (EDD). This partnership is referred to as the California Cooperative Occupational Information System (CCOIS) which was established in 1986.

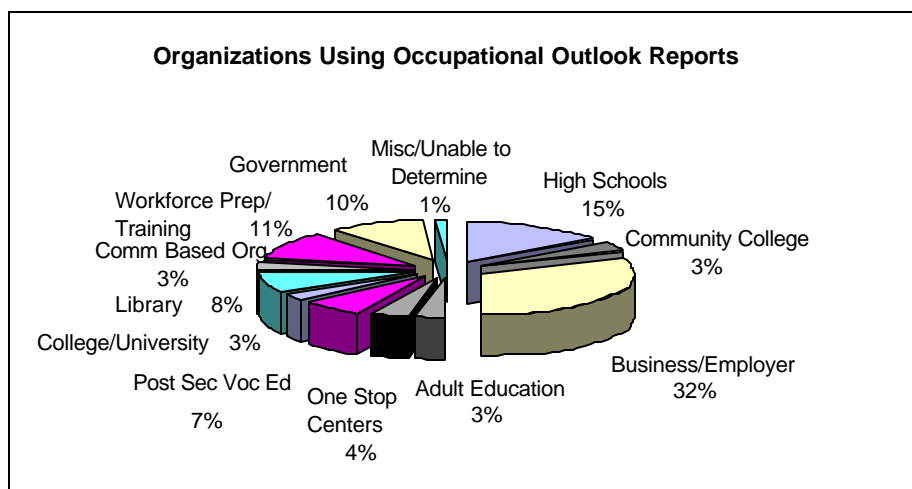
Our objective is to provide current and accurate labor market information to the Alameda County community. Additionally, we help match employers' needs for skilled labor with the skills possessed by the local workforce. This is achieved by providing valuable occupational information, which in turn helps individuals in our community make informed labor and career decisions. Whether the individuals are job seekers, employers, policy makers, legislators, training staff, students, educators, counselors, or administrators this publication will assist individuals to make employment decisions.

Data was collected from July 2001 through December 2001. The Oakland Private Industry Council reports on 25 new occupations annually and does not report on occupations studied in the past two-years. We also include a list of education and training providers for all occupations presented in our publication. The occupational profiles were prepared from information that was obtained from a statistical sample made up of 15 Alameda County employers for each occupation unless otherwise noted.

Project Coordination

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BACKGROUND INFORMATION

The 2001-2002 Occupational Outlook Report represents the tenth year of the Labor Market Information Program in Alameda County. The objective of this report is to inform both employers and job seekers of the current labor market trends in Alameda County.

The CCOIS

This study is produced as part of a statewide project called the California Cooperative Occupational Information System (CCOIS) and administered by the Labor Market Information Division (LMID), which is part of the State of California's Employment Development Department (EDD). CCOIS reports contain information on occupations in 58 counties and all of California's labor force. No other source of occupational information offers the up-to-date local labor market focus that is found in these Occupational Outlook Reports. Currently, the CCOIS contracts with 30 local agencies to produce the regional reports. The Oakland Private Industry Council conducts this study on behalf of Alameda County. This publication as well as other counties' publications can be found on the Internet at the following address:

<http://www.calmis.ca.gov/htmlfile/ccois/or.htm>

Mission of the CCOIS

The mission of the CCOIS is "to improve the match between employers' needs for skilled labor and the skills of the California workforce. This is accomplished by providing current localized occupational information that results in better labor decisions. These decisions are made by job seekers, employers, policy makers, legislators, training staff, students, educators, counselors, administrators, and others who assist and prepare people to obtain work."

California Occupational Information Coordinating Committee

The California Occupational Information Coordinating Committee (COICC) is an inter-agency committee created by the state legislature to promote the development and use of a statewide occupational information system. The COICC played the key leadership role in developing the Training Component of the CCOIS and Occupational Outlook Report. Committee members are:

Employment Development Department
California Trade and Commerce Agency
Chancellor's Office, Community Colleges
Bureau of Private Postsecondary & Voc. Ed.
California Department of Education

Department of Rehabilitation
Department of Social Services
Employment Training Panel
COICC Staff

Oakland Private Industry Council

The Oakland Private Industry Council (PIC) is a nonprofit organization. The mission of the Oakland PIC is to provide accessible, high quality training and employment services to the Oakland community. Area residents are provided with job search assistance, resources and information/referrals through Oakland Career Center EASTBAY Works, Oakland's one-stop career center system operated by the PIC. The PIC partners with local schools, colleges and community-based agencies to provide job seekers with job skills training programs in a variety of fields in classroom or on-the-job settings. PIC is also strongly connected with the local business community, providing a large diverse applicant pool to employers. PIC programs are free of charge to both job seekers and employers.

USES OF THIS REPORT

This publication is distributed with the intention of being used for a variety of purposes by a variety of organizations and individuals. Some of the most important uses are listed below.

Career Decisions: Career Counselors and job seekers can make informed occupational choices based on skills, abilities, interests, education and personal needs. The localized information in this report is easy to understand and includes employer requirements and preferences, wages and benefits, supply and demand assessments, and sources of employment and training.

Curriculum Design: Training providers can assess and update their curriculum based on current employer needs and projected trends, as indicated in this report.

Program Planning: This report provides local planners and administrators with employment, training, and placement data, as well as occupational size and expected growth rates. Program Planners can use this data to evaluate, improve and eliminate programs, or to plan new programs.

Economic Development: Local government agencies and economic development organizations will find information on the local labor pool such as occupational size, expected growth rates and wages useful in determining the potential for business growth and development in the Alameda County labor market area.

Program Marketing: Training providers can effectively market their programs by informing students, employers, and others that the chances for job placements are much greater because their training programs are developed using reliable local occupational data.

Human Resource Management: Small business owners and large corporate human resource directors alike can use this report to help determine competitive wages and benefits, improve their recruitment methods and assess the availability of qualified workers for business relocation or expansion purposes.

This report is intended to be used as a good reference to base and support these and many other decisions. To maximize the use of this information, please contact the Research Department in Oakland PIC's One-Stop Operations Division at (510) 768-4409.

SURVEY METHODOLOGY

Occupation Selection

The following process was used to select the occupations to be included in this report. Initial criteria were identified by the Oakland Private Industry Council (PIC) staff to narrow down the list of occupations to be surveyed. A preliminary list of occupations was developed and reviewed by vocational program operators, educational institutions, labor representatives, economic development organizations, members of workforce investment boards, employers from throughout Alameda County, and the Labor Market Information Division (LMID). With input from these organizations, occupations were dropped and others added until a final list of 25 occupations was selected.

Criteria:

- The occupation has a substantial employment base in the county
- There is a substantial number of projected job openings in the county
- There appears to be substantial potential for earning capacity
- The skills requirements are impacted by some fluctuation in the labor market or emerging technology

For the first two criteria (substantial employment base and projected number of job openings), occupational forecast tables prepared by the California Employment Development Department (EDD) were reviewed. These tables provided past, present and future employment by occupation and projected job growth rates for occupations in Alameda County. Using these tables, occupations that showed a strong projected growth rate and/or have a substantial employment base and are expected to have a substantial need for replacement employees were selected.

Title and Definition of Occupations

Occupations are listed alphabetically by their Occupational Employment Statistics (OES) or Dictionary of Occupational Titles (DOT) titles. The titles and definitions are based on the OES dictionary published by the Bureau of Labor Statistics (BLS), May 1992, and the DOT, published by the U.S. Department of Labor, Employment and Training Administration, Fourth Edition, Revised in 1991.

BLS uses the OES classification system nationwide to study staffing patterns within industries. The DOT is used nationwide to properly match jobs with workers. Examples of occupational titles include Brick Masons, Nurse Aides and Loan Officers and Counselors.



Survey Sample Selection

After the occupations were selected and defined, the LMID staff, using detailed databases on employers and occupational staffing within industries, chose a representative sample of employers for each of the occupations. One consideration in drawing the employer sample was the pattern of distribution of industries in which the occupation could be found. For example, medical assistants generally work for firms classified in the health services category, whereas administrative assistants may be scattered across several industries.

Industry title represents the economic activity in which a firm is engaged. Industries are classified according to the Standard Industry Classification (SIC) Manual. There are nine major industry classifications. Every firm in the state is classified in one or more of these detailed industry categories according to the products or services they render.

The samples were carefully reviewed and employers called to verify the company name and address, confirm the existence of the occupation at the company, and obtain the name of a contact person. Employers were added or deleted as appropriate. The final sample included up to 40 employers for each occupation.

Questionnaire Development

LMID developed a standard questionnaire, a sample of which is included in this report.

Survey Procedures

The following illustrates PIC's survey procedures:

- Employers were called to verify company name and address, verify the existence of the occupation at the company, obtain the name of a contact person, describe the study and encourage participation. Employers were eliminated at this point if they did not employ a targeted occupation.
- Employers willing to participate in the survey were encouraged to complete the questionnaire during the initial contact by phone. If that was not a convenient time, employers were called back at a designated time and/or sent a survey by mail or fax.
- Employers not responding after five working days of the initial mailing were again contacted by phone to encourage them to return the questionnaire and again given the opportunity to complete the survey by telephone.
- The coordinator to ensure accuracy and completeness reviewed all surveys. Employers were contacted if answers were unclear or in conflict with other responses or information obtained about the occupation.
- If a sufficient number of responses could not be obtained in a reasonable time in order to secure a finalized list of up to 40 employers, additional employers were added to the list based on knowledge of local firms, firms listed in the Yellow Pages, or firms listed with local cities' Chambers of Commerce.

Tabulation & Results

The survey responses were entered into a computer database provided by EDD and tabulations were produced. From those tabulations, the data was analyzed and the final occupational summaries were prepared. Each occupational summary provides information on training and hiring requirements; size of the occupation; employment trends; supply/demand assessments; wages and benefits; and other information. Specific employer identification is and will remain confidential. Although information is shown to the nearest whole number for ease of comparison, the reader should not interpret this as an indication of precision (ranges are also considered to be representative).

Report Distribution

The written analysis is presented at a public dissemination meeting, which is the initial step in publicizing the occupational information collected.

The Occupational Outlook Report is also distributed to high schools and community colleges, career counselors, vocational rehabilitation offices, employers, human service agencies, and library systems throughout Alameda County.

The 2001- 2002 Occupational Outlook Report is accessible at the PIC's web site:

<http://www.oaklandpic.org>

OCCUPATIONAL SUMMARIES

The following descriptions are provided to explain each section of the occupational summaries. Occupations are listed alphabetically by their title. The OES Code and number of responding firms are provided at the beginning of each summary.

Response Chart

When reference is made to “all”, “almost all”, “most”, “many”, “some”, or “few”, the following definitions apply:

| | |
|-------------|--|
| All: | 100% of the survey respondents |
| Almost All: | 80% up to but not including 100% of survey respondents |
| Most: | 60% up to but not including 80% of survey respondents |
| Many: | 40% up to but not including 60% of survey respondents |
| Some: | 20% up to but not including 40% of survey respondents |
| Few: | Less than 20% of survey respondents |

Description

The titles and descriptions are based on the OES Dictionary published by the Bureau of Labor Statistics, May 1992, and the DOT published by the U.S. Department of Labor, Employment and Training Administration, Fourth Edition.

Employment Trends

Size of Occupation

This is an estimate of the number of workers in the occupation in Alameda County. Usually, this was an interpolation from the occupational projections produced by EDD.

The term used to describe the employment level of a particular occupation refers to the estimated number of workers in the occupation. Occupational size in Alameda County is measured on the following scale.

| | | |
|------------|---|-----------------|
| Small | = | 1,093 and less |
| Medium | = | 1,094 - 2,187 |
| Large | = | 2,188 - 4,739 |
| Very Large | = | 4,740 and above |

Gender

The gender profile is reported as a percentage of the employees working for the employers surveyed.

Supply/Demand

This section reports the turnover rate for the occupation within surveyed firms; the number of new hires reported to fill vacancies; and the degree of difficulty employers report when recruiting experienced and/or inexperienced applicants who meet their hiring qualifications.

The terms used in this section illustrate the local supply and demand characteristics at the time of the survey. Results are reported based on the calculation of a weighted average.

- Not Difficult: Supply of qualified applicants is considerably greater than demand, creating a very competitive job market for applicants. (1.00 to but not including 2.00)
- Moderately Difficult: Employer demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times and applicants may find a little competition in their job search. (2.00 to but not including 3.00)
- Very Difficult: Demand is considerably greater than supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. Qualified applicants encounter no competition in their job search. (3.00 through 4.00)

Turnover

Turnover is reported as a percentage. It is based on vacancies (resulting from promotions and employees leaving the firm) filled over the last 12 months, divided by the total reported number of persons in the occupation minus the number hired to fill new positions.

Recruiting Methods

This section provides a list of employer responses regarding their sources used to recruit new employees for the occupation.

Where the Jobs Are

This section identifies the major sources of employment for each occupation. The list is not all-inclusive, but highlights industries which comprise a significant share of employment. The industry titles are taken from the Standard Industrial Classification (SIC) as used in Occupational Forecast Tables supplied by LMID/EDD.

Projections

Projections are an overview of decline, stability or growth of job opportunities in relation to overall employment opportunities for Alameda County. Projection data reflect broader trends based on national and statewide information. Employers' responses to the questionnaire are what they foresee happening based on their own experience. This is generally driven by the business cycle, which is short-term. Projections cover a seven-year period, which is a longer outlook.

Employer Forecast

In this section, employment levels in the occupation are assessed for the past year and for the next two years. Here, the employment levels are measured by whether responding employers felt the occupation would decline, remain stable or grow.

Growth Rate

This section provides the projected seven-year new job growth rate and compares each occupation's growth rate to the average new job growth rate (25%, 1997 - 2004) for the county. The standard terms used to describe the rate of growth for each occupation are as follows:

| | | |
|--------------------------|---|---------------------|
| Much Faster than Average | = | 37.5% and above |
| Faster than Average | = | 27.5% - 37.4% |
| Average | = | 22.5% - 27.4% |
| Slower than Average | = | 22.4 % and below |
| Remain Stable | = | zero |
| Decline | = | negative projection |

Wages and Benefits

Hourly Wages

The standard definition of wage data categories enables comparison of non-union and union salary ranges across occupations. The data are not intended to represent official prevailing wages. The wages are based primarily on employer surveys and contracts with labor unions or collective bargaining units. Union wages are reported separately when the percent of union employers is 20 to 80 percent of the surveyed employers. Wages included in this report are those paid by the employers participating in the survey for employees at three levels of experience. Extreme wages are not included in this report. Wages reported are based on data collected from July 2001 through December 2001 and reflect the following categories:

| | |
|---------------------------------|---|
| Entry Level/No Experience: | The wages of persons trained or untrained, but with no paid experience in the occupation. |
| Experienced/New to Firm: | The starting wages paid to journey-level or experienced workers newly hired at the firm. |
| 3 + Years Experience with Firm: | The wages generally paid to workers with at least three years journey-level experience at the firm. |

Although wages are shown to the nearest cent for ease of comparison, the reader should not interpret this as an indication of precision.

Wages reported reflect the minimum wage that was in effect at the time the occupations were surveyed. The minimum wage in effect as of January 1st, 2001 was \$6.25 per hour.

Benefits

Employee benefits for both full-time and part-time workers are presented in this section. The data shows the percentage of whether an employer pays for all the costs of each benefit, whether the employee pays for all the costs, or if the employer and the employee share the costs.

The wages and benefits included in this report are those paid and provided by employers participating in the study.

Employer Requirements

Education

This section identifies the minimum level of formal education that firms require when hiring a candidate into the specific occupation. While minimum educational requirements have been shown as employers expressed them, these educational requirements are not always essential for the performance of job duties. Because the lack of education will create a barrier with some employers, employers' educational statements have been included in this report.

Training and Experience

This part of the report reflects employers' requirements for the amount and type of training required for the occupation as well as the degree to which they accept training as a substitute for experience. Also reported is the type of previous work experience and the number of months required prior to employment.

Computer Software Skills

This section represents what surveyed employers reported as a requirement in terms of computer software skills. This includes word processing, spreadsheet, database, desktop publishing and other reported application requirements.

Skills and Abilities

The basic skills, knowledge, abilities, and certification described in this section are those preferred by most employers. Computer related skills are from the surveyed employers. The need for a license or certificate is identified here.

Other Information

Union

This is the percentage of responding employers who report employees as members of a union or collective bargaining unit.

Hours

The distribution of full-time, part-time, on-call, temporary and seasonal employees are reported, along with the average number of hours worked per week.

Shifts

The four categories: Day, Swing, Graveyard and Other (includes alternate evening, afternoon, or weekend schedules) are reported based on employer responses.

Promotional Opportunities

This section identifies promotional positions as identified by responding employers.

Training Providers

Please refer to Appendix A for a list of schools in Alameda County offering courses related to the occupations studied in 2001. Local schools offering related training programs are listed alphabetically for each occupation surveyed. Please refer to the California Training and Education Providers website (<http://www.soicc.ca.gov/#CTEP>) for further program information.

Training data was collected in the spring of 2001. The Employment Development Department (EDD) does not endorse the schools listed. Please note that training programs may change frequently and we recommend contacting the schools to verify the information listed in the profile.



OCCUPATIONAL SUMMARIES

AUTO MECHANICS

OES CODE:853020

18 Firms responding with 330 employees total

Alternate Job Titles: Auto Technician, Service Technician, Technician

DESCRIPTION

Auto Mechanics adjust, repair, and overhaul automotive vehicles. They may be designated according to specialties, such as Brake Repairers, Transmission Mechanics, or Front-end Mechanics. Does not include Auto Body Repairers, Bus and Truck Mechanics, Diesel Engine Specialists, and Electrical Systems Specialists.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Large 2,188-4,739

Gender Breakdown: 0% Female 100% Male

SUPPLY AND DEMAND

Experienced: Very Difficult-Employer demand is greater than supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. This means that qualified applicants encounter no competition in their job search.

Inexperienced: Very Difficult-Employer demand is greater than supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. This means that qualified applicants encounter no competition in their job search.

The turnover for this occupation for the past 12 months is 16.0%.

RECRUITMENT

| | |
|------------------------------|-----|
| In-House Promotions | 11% |
| Employee Referrals | 78% |
| Newspaper Ads | 56% |
| Private Employment Agencies | 11% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 11% |
| Union Hall Referrals | 6% |
| Walk-in Applicants | 22% |
| Trade Journals | 0% |
| Internet | 6% |
| Colleges/Universities | 11% |
| Other (Word of Mouth) | 89% |

WHERE THE JOBS ARE

- New and used car dealers
- Automotive repair shops
- Local government, except housing and education

PROJECTIONS:

Last 12 months: 44% of employers indicated they had a growth in this occupation.

Next 24 months: 33% of employers anticipate growth in this occupation's employment level.

Growth Rate: 15.9% Slower than Average

WAGES AND BENEFITS

| Wages-Union | Range | | Median |
|-----------------------------|-------------------|---------|---------|
| Entry Level/ No experience | Insufficient Data | | |
| Experienced/New to firm | \$12.00 | \$25.87 | \$18.00 |
| 3+ yrs experience with firm | \$24.00 | \$28.77 | \$25.76 |
| Wages -Non Union | Range | | Median |
| Entry Level/ No experience | \$10.00 | \$10.00 | \$10.00 |
| Experienced/New to firm | \$ 9.00 | \$25.00 | \$12.00 |
| 3+ yrs experience with firm | \$15.00 | \$30.00 | \$24.00 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| Full Time/ Part Time | FT | PT | FT | PT | FT | PT | FT | PT |
| Medical Insurance | 78 | 6 | 11 | 0 | 0 | 0 | 11 | 6 |
| Dental Insurance | 72 | 6 | 11 | 0 | 0 | 0 | 17 | 6 |
| Vision Insurance | 67 | 6 | 11 | 0 | 0 | 0 | 22 | 6 |
| Life Insurance | 67 | 6 | 11 | 0 | 0 | 0 | 22 | 6 |
| Sick Leave | 67 | 0 | 11 | 0 | 0 | 0 | 22 | 11 |
| Vacation | 78 | 6 | 11 | 0 | 0 | 0 | 11 | 6 |
| Retirement Plan | 44 | 6 | 39 | 0 | 0 | 0 | 17 | 6 |
| Child Care | 0 | 0 | 11 | 0 | 6 | 0 | 83 | 11 |
| Other | 0 | 0 | 6 | 0 | 0 | 0 | 89 | 11 |

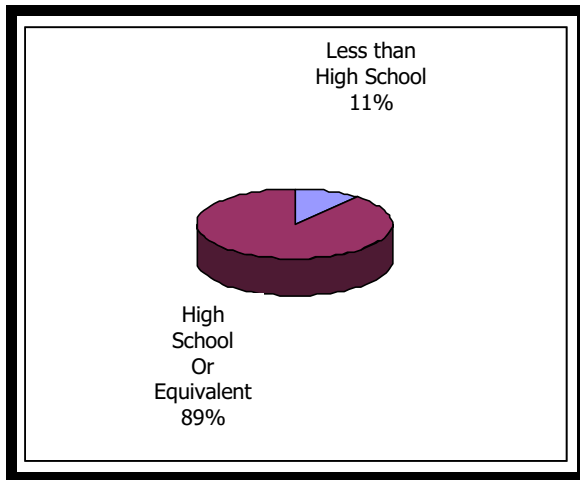
All data is based on the percentages of employers responding to the question

AUTO MECHANICS

EMPLOYER REQUIREMENTS

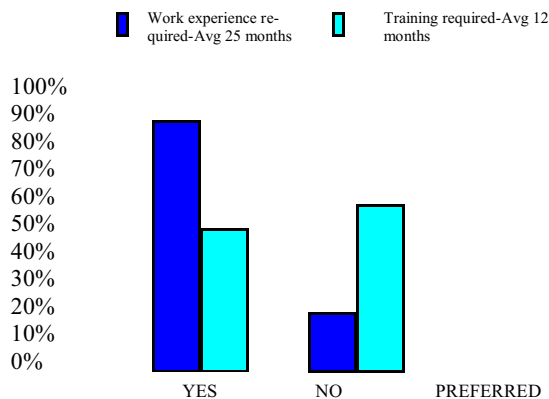
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

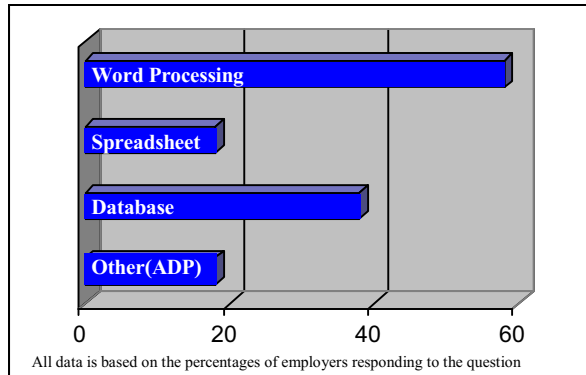
Many (44%) firms require technical and/or vocational training. Most (67%) firms allow 16 months training to substitute for work experience. Almost all (83%) firms require work experience with an average of 25 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers prefer applicants with database, spreadsheet, word processing skills and ADP skills.



All data is based on the percentages of employers responding to the question

SKILLS, LICENSES, OR OTHER

- Possession of a good DMV driving record
- Certified in Auto Service Excellence
- Certified in auto air conditioning maintenance and repair
- Basic math skills

OTHER INFORMATION

Of the 18 firms that responded, 50% were union while 50% were non-union.

Hours: Almost all (97%) employees work full time averaging 40 hours per week. A few (3%) employees work part-time averaging 25 hours per week.

Shifts: All (100%) employers reported having employees working day shifts. A few employers reported having employees working a swing shift or graveyard shift.

Promotional Opportunities:

Employers reported promoting to occupations such as: Service Manager, Journey Mechanic and Parts Manager.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

BRICK MASONS

OES CODE: 873020

15 Firms responding with 234 employees total

Alternate Job Titles: Brick/Cement/ Concrete Masons
Brick Restoration

DESCRIPTION

Brick Masons lay building materials, such as brick, structural tile, concrete, cinder, glass, gypsum, and terra cotta block (except stone) to construct or repair walls, partitions, arches, sewers, and other structures. Included are Refractory Brick Masons.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Small Less than 1,094

Gender Breakdown: 1% Female 99% Male

SUPPLY AND DEMAND

Experienced: Very Difficult-Demand is considerably greater than the supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. Qualified applicants encounter no competition in their job search.

Inexperienced: Moderately Difficult- Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

The turnover for this occupation for the past 12 months is 19.4%.

RECRUITMENT

| | |
|------------------------------|-----|
| In-House Promotions | 7% |
| Employee Referrals | 73% |
| Newspaper Ads | 13% |
| Private Employment Agencies | 0% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 7% |
| Union Hall Referrals | 60% |
| Walk-in Applicants | 27% |
| Trade Journals | 0% |
| Internet | 0% |
| Colleges/Universities | 0% |

WHERE THE JOBS ARE

- Masonry, Stonework, and Plastering
- Miscellaneous Special Trade contractors

PROJECTIONS:

Last 12 months: 53% of employers indicated they had growth in this occupation-7% reported decline.

Next 24 months: 13% of employers anticipate growth in this occupation's employment level.

Growth Rate: 45.8% Much Faster than Average

WAGES AND BENEFITS

| Wages-Union | Range | | Median |
|-----------------------------|---------|---------|---------|
| Entry Level/ No experience | \$11.00 | \$12.71 | \$12.00 |
| Experienced/New to firm | \$11.00 | \$28.00 | \$21.00 |
| 3+ yrs experience with firm | \$23.10 | \$35.00 | \$25.00 |
| Wages-Non-Union | Range | | Median |
| Entry Level/ No experience | \$10.00 | \$12.00 | \$12.00 |
| Experienced/New to firm | \$9.00 | \$16.00 | \$10.00 |
| 3+ yrs experience with firm | \$15.00 | \$30.00 | \$16.00 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| Full Time/ Part Time | FT | PT | FT | PT | FT | PT | FT | PT |
| Medical Insurance | 87 | 0 | 0 | 0 | 7 | 0 | 7 | 0 |
| Dental Insurance | 67 | 0 | 0 | 0 | 27 | 0 | 7 | 0 |
| Vision Insurance | 47 | 0 | 0 | 0 | 27 | 0 | 27 | 0 |
| Life Insurance | 27 | 0 | 0 | 0 | 27 | 0 | 47 | 0 |
| Sick Leave | 20 | 0 | 0 | 0 | 27 | 0 | 53 | 0 |
| Vacation | 33 | 0 | 0 | 0 | 33 | 0 | 33 | 0 |
| Retirement Plan | 53 | 0 | 20 | 0 | 20 | 0 | 7 | 0 |
| Child Care | 0 | 0 | 0 | 0 | 87 | 0 | 13 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 0 |

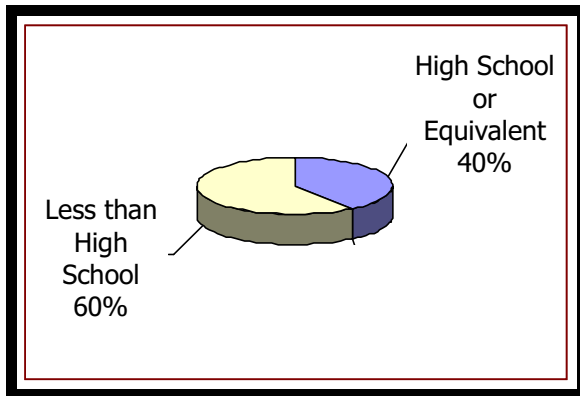
All data is based on the percentages of employers responding to the question.

BRICK MASONS

EMPLOYER REQUIREMENTS

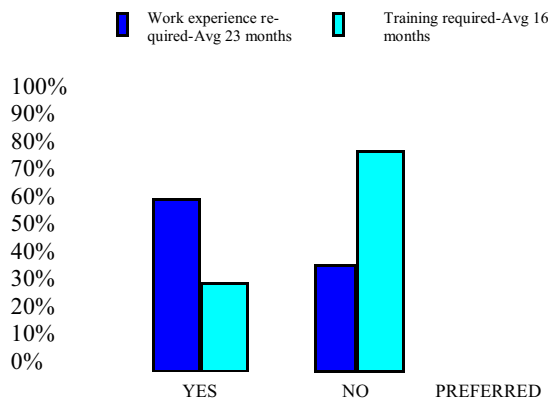
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

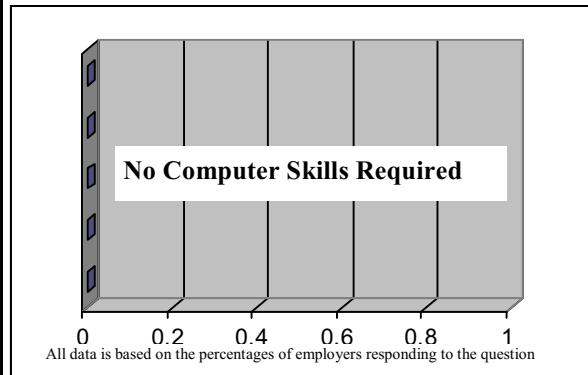
Some (27%) employers require technical and/or vocational training averaging 16 months. Some (30%) employers allow 22 months training to substitute for work experience. Most (60%) employers require work experience with an average of 23 months.



All data is based on the percentages of employers responding to the question.

COMPUTER SOFTWARE SKILLS

No employers reported a preference for applicants with computer skills.



SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Good eye-hand coordination
- Ability to work independently
- Ability to provide own hand tools
- Understanding of building codes
- Ability to read blueprints
- Basic math skills

OTHER INFORMATION

Of the 15 firms that responded, 67% were union and 33% were non-union .

Hours: Almost all (95%) employees work full-time averaging 42 hours. Few (5%) employees work seasonal averaging 35 hours per week.

Shifts: All employers reported having employees working day shifts. No employers reported having swing or graveyard shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: Supervisor, Foreman, Crew Leader, Lead Person, 1st Person, Office Manager, and Finisher.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

CARPENTERS

OES CODE: 871020

16 Firms responding with 1,070 employees total

Alternate Job Titles: None reported

DESCRIPTION

Carpenters perform the carpentry duties necessary to make or repair wooden structures, structural members, and fixtures and equipment using carpentry tools and woodworking machines. Does not include Cabinet makers or Bench Carpenters.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Very Large 4,740 and Above

Gender Breakdown: 3% Female 97% Male

SUPPLY AND DEMAND

Experienced: Moderately Difficult– Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

Inexperienced: Moderately Difficult– Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

The turnover rate for this occupation for the past 12 months is 24.7%.

RECRUITMENT

| | |
|------------------------------|-----|
| In-House Promotions | 19% |
| Employee Referrals | 88% |
| Newspaper Ads | 13% |
| Private Employment Agencies | 6% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 0% |
| Union Hall Referrals | 50% |
| Walk-in Applicants | 50% |
| Trade Journals | 0% |
| Internet | 6% |
| Colleges/Universities | 0% |
| Other (Word of Mouth) | 44% |

WHERE THE JOBS ARE

- Residential Building Construction
- Non-Residential Building
- Carpentry and Floor Work

PROJECTIONS:

Last 12 months: 44% of employers indicated they had growth in this occupation.

Next 24 months: 44% of employers anticipate growth in this occupation's employment level.

Growth Rate: 32.2% Faster than Average

WAGES AND BENEFITS

| Wages-Union | Range | | Median |
|-----------------------------|---------|---------|---------|
| Entry Level/ No experience | \$13.00 | \$17.00 | \$14.00 |
| Experienced/New to firm | \$27.00 | \$34.00 | \$29.00 |
| 3+ yrs experience with firm | \$20.00 | \$35.00 | \$32.00 |
| Wages-Non-Union | Range | | Median |
| Entry Level/ No experience | \$8.00 | \$11.00 | \$10.00 |
| Experienced/New to firm | \$10.00 | \$18.00 | \$15.00 |
| 3+ yrs experience with firm | \$16.00 | \$30.00 | \$20.00 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| | FT | PT | FT | PT | FT | PT | FT | PT |
| Full Time/ Part Time | | | | | | | | |
| Medical Insurance | 75 | 0 | 13 | 0 | 0 | 0 | 13 | 0 |
| Dental Insurance | 63 | 0 | 13 | 0 | 0 | 0 | 25 | 0 |
| Vision Insurance | 50 | 0 | 13 | 0 | 0 | 0 | 38 | 0 |
| Life Insurance | 44 | 0 | 13 | 0 | 6 | 0 | 38 | 0 |
| Sick Leave | 44 | 0 | 0 | 0 | 0 | 0 | 56 | 0 |
| Vacation | 75 | 0 | 6 | 0 | 0 | 0 | 19 | 0 |
| Retirement Plan | 50 | 0 | 19 | 0 | 6 | 0 | 25 | 0 |
| Child Care | 6 | 0 | 0 | 0 | 69 | 0 | 25 | 0 |
| Other | 13 | 0 | 0 | 0 | 0 | 0 | 81 | 0 |

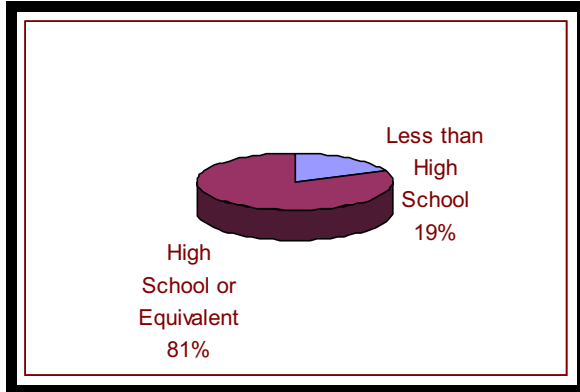
All data is based on the percentages of employers responding to the question

CARPENTERS

EMPLOYER REQUIREMENTS

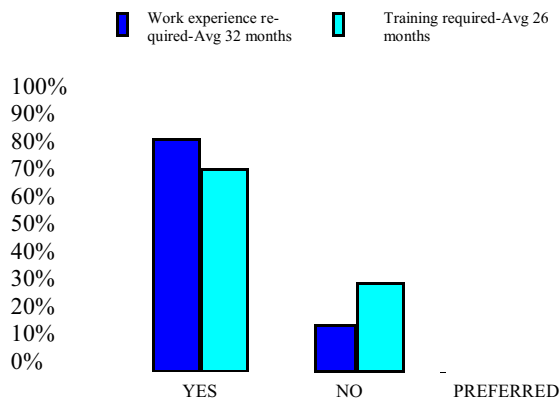
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

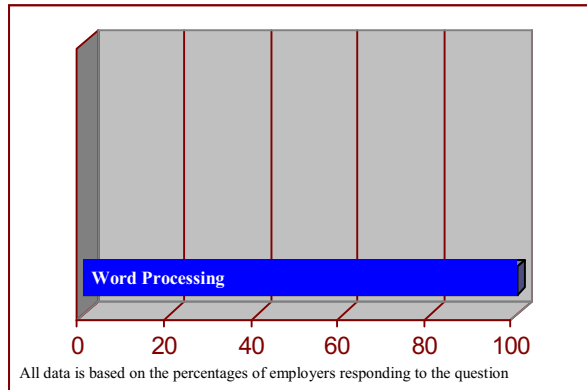
Most (69%) firms require technical and/or vocational training with an average of 26 months. Almost all (85%) employers will allow training to substitute for experience with an average of 22 months. Almost all (81%) employers require work experience with an average of 32 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers prefer applicants with word processing skills.



SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Ability to perform strenuous, physically demanding work
- Ability to provide own hand tools
- Ability to read blueprints
- Rough carpentry skills
- Ability to read and follow instructions

OTHER INFORMATION

Of the 16 firms that responded, 50% were union and 50% were non-union.

Hours: All (100%) employees work full-time averaging 40 hours per week.

Shifts: All (100%) employers reported having employees working day shifts. A few employers reported having swing and graveyard shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: Foreman, Cost Estimator, Project Manager, and Superintendent.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

COMBINED FOOD PREPARATION and SERVICE WORKERS

OES CODE: 650410

16 Firms responding with 402 employees total

Alternate Job Titles: Prep Cook and Restaurant Worker, Deli Attendant

DESCRIPTION

Combined Food Preparation and Service Workers do both food preparation and food service. Does not include workers who spend more than 80 percent of their time in only one of these two areas.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Very Large 4,740 and above

Gender Breakdown: 47% Female 53% Male

SUPPLY AND DEMAND

Experienced: Very Difficult— Employer demand is greater than the supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. This means that qualified applicants encounter no competition in their job search.

Inexperienced: Moderately Difficult— Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

The turnover for this occupation for the past 12 months is 60%.

RECRUITMENT

| | |
|------------------------------|-----|
| In-House Promotions | 25% |
| Employee Referrals | 81% |
| Newspaper Ads | 44% |
| Private Employment Agencies | 0% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 0% |
| Union Hall Referrals | 0% |
| Walk-in Applicants | 63% |
| Trade Journals | 0% |
| Internet | 6% |
| Colleges/Universities | 0% |
| Other (Word of Mouth) | 81% |

WHERE THE JOBS ARE

- Grocery Stores
- Eating and Drinking Places
- Hotels and Motels
- Nursing and Personal Care Facilities
- Hospitals
- Elementary and Secondary Schools

PROJECTIONS:

Last 12 months: 44% of employers indicated they had a growth in this occupation.

Next 24 months: 38% of employers anticipate growth in this occupation's employment level.

Growth Rate: 19.2% Slower than Average

WAGES AND BENEFITS

| All Employers-Wages | Range | | Median |
|-----------------------------|--------|---------|--------|
| Entry Level/ No experience | \$6.25 | \$8.00 | \$7.07 |
| Experienced/New to firm | \$6.25 | \$10.00 | \$7.88 |
| 3+ yrs experience with firm | \$6.25 | \$14.00 | \$9.17 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| | FT | PT | FT | PT | FT | PT | FT | PT |
| Full Time/ Part Time | | | | | | | | |
| Medical Insurance | 31 | 0 | 63 | 6 | 0 | 0 | 6 | 63 |
| Dental Insurance | 25 | 0 | 63 | 6 | 0 | 0 | 13 | 63 |
| Vision Insurance | 25 | 0 | 63 | 6 | 0 | 0 | 13 | 63 |
| Life Insurance | 25 | 0 | 63 | 6 | 0 | 0 | 13 | 63 |
| Sick Leave | 25 | 0 | 63 | 6 | 0 | 0 | 13 | 63 |
| Vacation | 31 | 0 | 63 | 6 | 0 | 0 | 6 | 63 |
| Retirement Plan | 25 | 0 | 63 | 6 | 0 | 0 | 13 | 63 |
| Child Care | 0 | 0 | 13 | 6 | 0 | 0 | 88 | 63 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 69 |

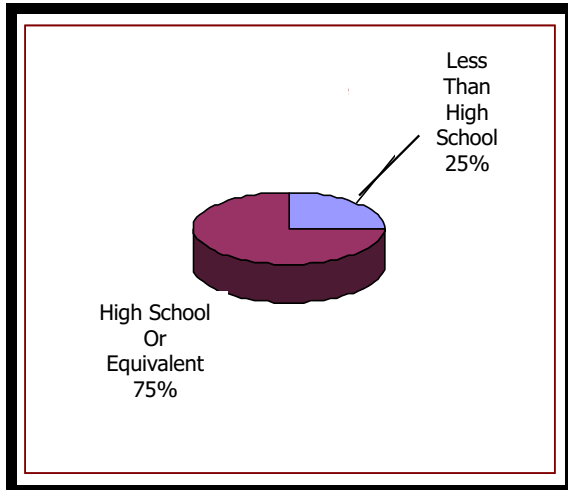
All data is based on the percentages of employers responding to the question

COMBINED FOOD PREPARATION and SERVICE WORKERS

EMPLOYER REQUIREMENTS

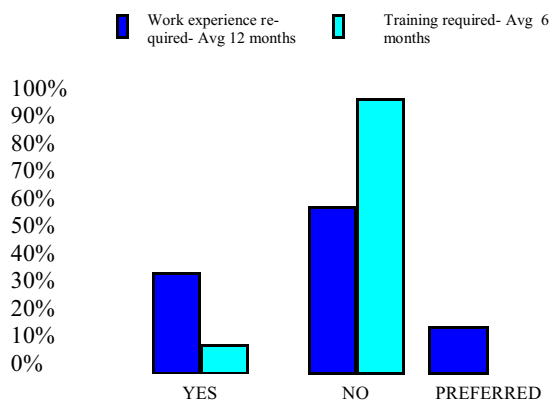
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

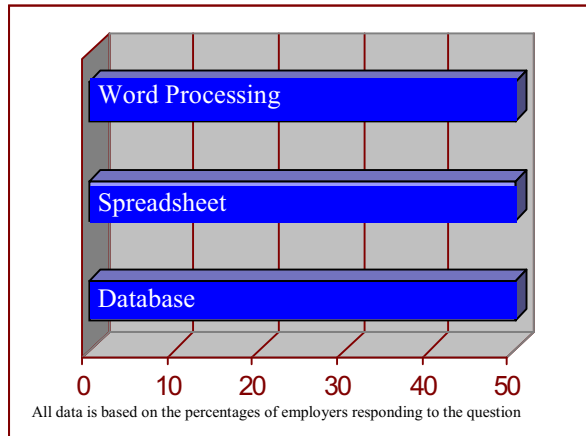
Few (6%) employers require an average of 6 months technical or vocational training. Almost all (86%) employers allow 6 months training to substitute for work experience. Some (31%) employers require work experience with an average of 12 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers prefer applicants with word processing, spreadsheet, and database skills.



All data is based on the percentages of employers responding to the question

SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Ability to stand continuously for 2 or more hrs.
- Ability to work rapidly
- Public contact skills
- Ability to read and follow instructions

OTHER INFORMATION

Of the 16 firms that responded, 13% were union and 87% were non-union.

Hours: Most employees work full-time averaging 38 hours per week. Some (35%) work part-time averaging 23 hours per week. No information was reported on temporary or on-call workers.

Shifts: Almost all (94%) employers reported having employees working day shifts. A few reported having swing and graveyard shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: Culinary Assistant, Assistant Chef, Chef, Line Cook, Buyer, Shift Supervisor, and Kitchen Manager.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

COMPUTER AIDED DESIGN (CAD) TECHNICIANS

NON-OES CODE: 003362999
15 Firms responding with 189 employees total

Alternate Job Titles: CAD Operator,
CAD Drafter, Drafters, Designers

DESCRIPTION

Computer Aided Design (CAD) Technicians operate computer-aided design systems and peripheral equipment to draft and modify drawings from rough or detailed sketches or notes to a specified dimensions for manufacturing, construction, engineering, or other purposes. They utilize knowledge of various CAD programs, machines, engineering practices, mathematics, building materials, and other physical sciences to complete drawings.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Data not available
Gender Breakdown: 33% Female 67% Male

SUPPLY AND DEMAND

Experienced: Moderately Difficult— Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

Inexperienced: Not Reported

The turnover for this occupation for the past 12 months is 8.1%.

RECRUITMENT

| | |
|------------------------------|-----|
| In-House Promotions | 13% |
| Employee Referrals | 53% |
| Newspaper Ads | 67% |
| Private Employment Agencies | 27% |
| Employment Development Dept. | 7% |
| School, Program Referrals | 0% |
| Union Hall Referrals | 0% |
| Walk-in Applicants | 0% |
| Trade Journals | 13% |
| Internet | 40% |
| Colleges/Universities | 7% |
| Other (Word of Mouth) | 73% |

WHERE THE JOBS ARE

No data available

PROJECTIONS:

Last 12 months: 27% of employers indicated they had a growth in this occupation while 60% reported stability.

Next 24 months: 20% of employers anticipate growth in this occupation's employment level while another 73% anticipate stability.

Growth Rate: Data not available

WAGES AND BENEFITS

| Wages | Range | Median |
|-----------------------------|-------------------|-----------------|
| Entry Level/ No experience | No Data Available | |
| Experienced/New to firm | \$13.00 | \$26.10 \$18.00 |
| 3+ yrs experience with firm | \$16.00 | \$31.72 \$22.00 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| Full Time/ Part Time | FT | PT | FT | PT | FT | PT | FT | PT |
| Medical Insurance | 80 | 0 | 20 | 0 | 0 | 0 | 0 | 7 |
| Dental Insurance | 60 | 0 | 20 | 0 | 0 | 0 | 20 | 7 |
| Vision Insurance | 47 | 0 | 20 | 0 | 0 | 0 | 33 | 7 |
| Life Insurance | 60 | 0 | 13 | 0 | 0 | 0 | 27 | 7 |
| Sick Leave | 93 | 0 | 7 | 0 | 0 | 0 | 0 | 7 |
| Vacation | 93 | 0 | 7 | 0 | 0 | 0 | 0 | 7 |
| Retirement Plan | 20 | 0 | 47 | 0 | 0 | 0 | 33 | 7 |
| Child Care | 0 | 0 | 7 | 0 | 0 | 0 | 93 | 7 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 7 |

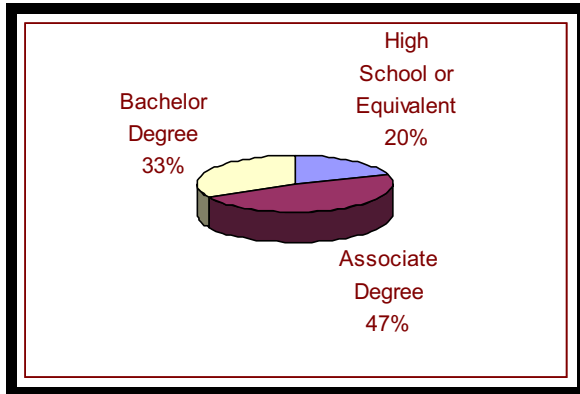
All data is based on the percentages of employers responding to the question

COMPUTER AIDED DESIGN (CAD) TECHNICIAN

EMPLOYER REQUIREMENTS

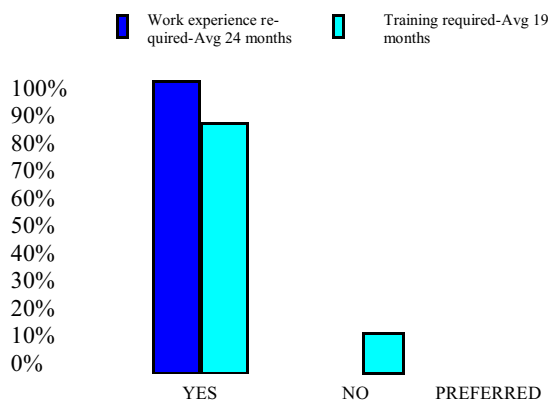
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

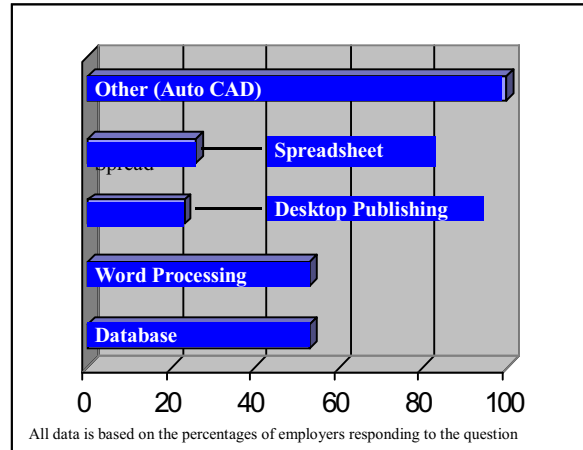
Almost all (87%) firms require technical and/or vocational training averaging 19 months. Some (27%) employers allow 15 months training to substitute for work experience. All (100%) employers require work experience with an average of 24 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers prefer applicants with AUTO CAD, word processing, spreadsheet, and database skills.



All data is based on the percentages of employers responding to the question

SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Ability to work independently
- Computer assisted design (CAD) skills
- Oral communication skills

OTHER INFORMATION

Of the 15 firms that responded ,7% were union and 93% were non-union.

Hours: Almost all (97%) employees work full time averaging 40 hours per week. Few (3%) work part-time averaging 20 hours.

Shifts: All (100%) employers reported having employees working day shifts. A few (7%) employers reported having swing shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: CAD Operator II, CAD Manager, Project Manager, Designer II, CAD Engineer, and Job Captain.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

COMPUTER and SOFTWARE SUPPORT TECHNICIANS

OES CODE: 213132999

Alternate Job Titles: Network Administrator, Information Services Administrator

16 Firms responding with 60 employees total

DESCRIPTION

Computer and Software Support Technicians assist in monitoring operations of computers and peripheral equipment. They have knowledge of a variety of word processing, spreadsheet, and database applications. They assist and provide training in the operation of computers, peripheral equipment, and software; enter commands to help computer operators identify and correct errors; revise input data and programs; recommend changes in programs, in routines, and in quality-control standards to improve computer operating efficiency.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Data not Available

Gender Breakdown: 32% Female 68% Male

SUPPLY AND DEMAND

Experienced: Moderately Difficult—Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

Inexperienced: No Data Available

The turnover for this occupation for the past 12 months is 20.7%.

RECRUITMENT

| | |
|------------------------------|-----|
| In-House Promotions | 63% |
| Employee Referrals | 0% |
| Newspaper Ads | 50% |
| Private Employment Agencies | 19% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 6% |
| Union Hall Referrals | 0% |
| Walk-in Applicants | 0% |
| Trade Journals | 0% |
| Internet | 81% |
| Colleges/Universities | 0% |
| Other (Word of Mouth) | 81% |

WHERE THE JOBS ARE

No Data Available

PROJECTIONS:

Last 12 months: 25% of employers indicated they had growth in this occupation—56% reported stability.

Next 24 months: 31% of employers anticipate growth in this occupation's employment level.

Growth Rate: Data Not Available

WAGES AND BENEFITS

| Wages-Union | Range | | Median |
|-----------------------------|-------------------|---------|---------|
| Entry Level/ No experience | Data Not Reported | | |
| Experienced/New to firm | \$14.35 | \$21.58 | \$15.79 |
| 3+ yrs experience with firm | \$16.09 | \$24.24 | \$18.31 |
| Wages-Non-Union | Range | | Median |
| Entry Level/ No experience | Data Not Reported | | |
| Experienced/New to firm | \$12.61 | \$24.30 | \$18.41 |
| 3+ yrs experience with firm | \$17.03 | \$25.27 | \$21.31 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| Full Time/ Part Time | FT | PT | FT | PT | FT | PT | FT | PT |
| Medical Insurance | 94 | 6 | 0 | 0 | 0 | 0 | 6 | 0 |
| Dental Insurance | 94 | 6 | 0 | 0 | 0 | 0 | 6 | 0 |
| Vision Insurance | 75 | 6 | 0 | 0 | 19 | 0 | 6 | 0 |
| Life Insurance | 94 | 6 | 0 | 0 | 0 | 0 | 6 | 0 |
| Sick Leave | 94 | 6 | 0 | 0 | 0 | 0 | 6 | 0 |
| Vacation | 94 | 6 | 0 | 0 | 0 | 0 | 6 | 0 |
| Retirement Plan | 31 | 6 | 63 | 0 | 0 | 0 | 6 | 0 |
| Child Care | 0 | 0 | 0 | 0 | 94 | 6 | 6 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 6 |

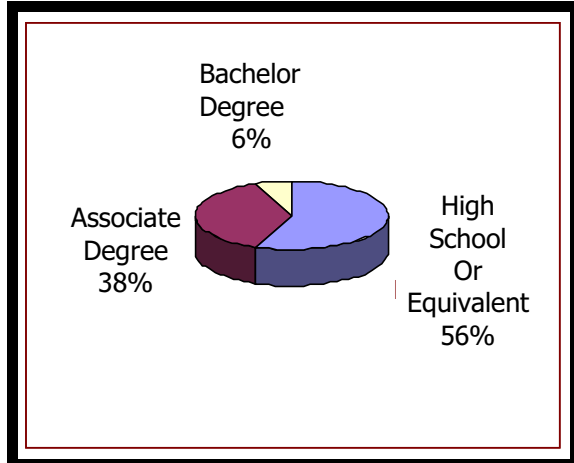
All data is based on the percentages of employers responding to the question

COMPUTER and SOFTWARE SUPPORT TECHNICIANS

EMPLOYER REQUIREMENTS

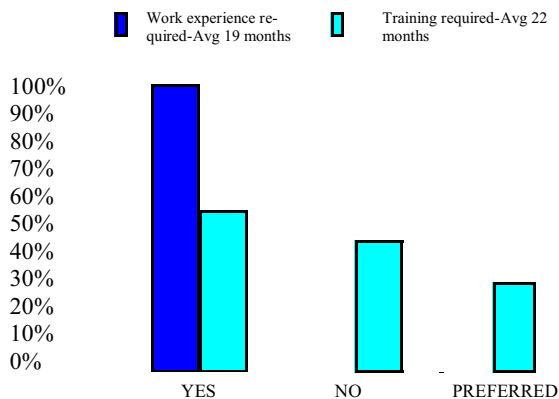
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

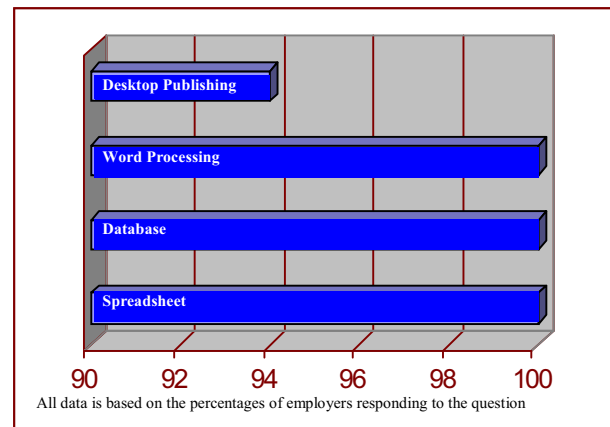
Many (56%) firms require technical and/or vocational training with an average of 22 months training. Many (56%) employers will allow training to substitute for work experience with an average of 18 months. All (100%) employers require work experience with an average of 19 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers prefer applicants with word processing, database, spreadsheet, and desktop publishing skills.



All data is based on the percentages of employers responding to the question

SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Customer service skills
- Troubleshooting skills
- Knowledge of personal computer operating system
- Ability to work under pressure
- Ability to provide technical assistance to system users
- Knowledge of networking systems

OTHER INFORMATION

Of the 16 firms that responded, 69% were union and 31% were non-union.

Hours: Almost all (98%) employees work full-time averaging 40 hours per week. Few (2%) work part-time averaging 35 hours per week.

Shifts: Almost all (94%) employers reported having employees working day shifts. A few (13%) employers reported having employees working swing shifts or on-call. A few (6%) employers reported having employees that work graveyard shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: Network Specialist, Consultant, Director of Information Technician, System Analyst, Network Technician, and Supervisor.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

COST ESTIMATORS

OES CODE: 219020

18 Firms responding with 73 employees total

Alternate Job Titles: Estimators, Senior Project Analyst, Project Manager

DESCRIPTION

Cost Estimators prepare cost estimates for manufacturing of products, construction products, or services to aid management in bidding on or determining price of products or services. They may specialize according to a particular service performed or product produced.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Small Less than 1,094

Gender Breakdown: 3% Female 97% Male

SUPPLY AND DEMAND

Experienced: Very difficult-Demand is considerably greater than supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. Qualified applicants encounter no competition in their job search.

Inexperienced: Very difficult-Demand is considerably greater than supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. Qualified applicants encounter no competition in their job search.

The turnover rate for this occupation for the past 12 months is 8.8%.

RECRUITMENT

| | |
|-----------------------------------|-----|
| In-House Promotions | 11% |
| Employee Referrals | 89% |
| Newspaper Ads | 50% |
| Private Employment Agencies | 11% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 0% |
| Union Hall Referrals | 6% |
| Walk-in Applicants | 6% |
| Trade Journals | 11% |
| Internet | 56% |
| Colleges/Universities | 17% |
| Other (Word of Mouth, Networking) | 44% |

WHERE THE JOBS ARE

- Plumbing Heating and Air Conditioning
- Electrical Work
- Masonry, Stonework, and Plastering
- Roofing , Siding, and Sheet Metal Work
- Concrete Work
- Miscellaneous Special Trade Contractors
- Commercial Printing
- Fabricated Structural Metal Products
- Management and Public Relations

PROJECTIONS:

Last 12 months: 11% of employers indicated growth in this occupation— 83% reported stability.

Next 24 months: 17% of employers anticipate growth in this occupation's employment level.

Growth Rate: 30.5% Faster than Average

WAGES AND BENEFITS

| Wages-Non-Union | Range | | Median |
|-----------------------------|---------|---------|---------|
| Entry Level/ No experience | \$15.00 | \$28.77 | \$20.07 |
| Experienced/New to firm | \$14.38 | \$39.00 | \$27.19 |
| 3+ yrs experience with firm | \$28.77 | \$50.00 | \$33.56 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| | FT | PT | FT | PT | FT | PT | FT | PT |
| Full Time/ Part Time | | | | | | | | |
| Medical Insurance | 72 | 6 | 17 | 0 | 0 | 0 | 6 | 0 |
| Dental Insurance | 61 | 6 | 22 | 0 | 0 | 0 | 11 | 0 |
| Vision Insurance | 56 | 6 | 17 | 0 | 0 | 0 | 22 | 0 |
| Life Insurance | 61 | 6 | 17 | 0 | 0 | 0 | 17 | 0 |
| Sick Leave | 89 | 6 | 0 | 0 | 6 | 0 | 0 | 0 |
| Vacation | 89 | 6 | 0 | 0 | 6 | 0 | 0 | 0 |
| Retirement Plan | 6 | 6 | 72 | 0 | 0 | 0 | 17 | 0 |
| Child Care | 0 | 0 | 0 | 0 | 94 | 6 | 0 | 0 |
| Other* | 28 | 0 | 0 | 0 | 0 | 0 | 67 | 6 |

All data is based on the percentages of employers responding to the question

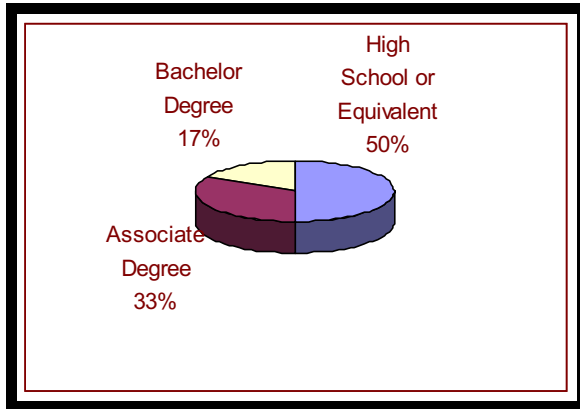
*Other Benefits include car allowance, company car, and a gas allowance.

COST ESTIMATORS

EMPLOYER REQUIREMENTS

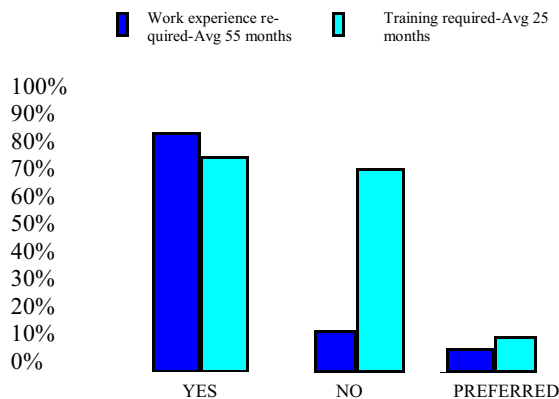
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

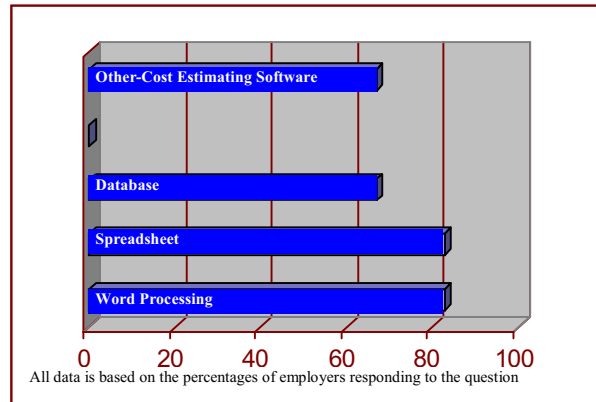
Some (22%) firms require technical and/or vocational training with an average of 25 months training. Most (75%) employers allow 52 months training to substitute for work experience. Almost all (83%) employers require work experience with an average of 55 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers prefer applicants with word processing, database, spreadsheet, and cost estimating software skills.



All data is based on the percentages of employers responding to the question

SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Ability to work under pressure
- Understanding of building codes
- Ability to write effectively
- Ability to perform advanced mathematical calculations
- Ability to read and follow instructions

OTHER INFORMATION

Of the 18 firms that responded, 100% were non-union.

Hours: Almost all (97%) employees work full-time averaging 40 hours per week. Few (3%) employees work part-time averaging 20 hours per week.

Shifts: All (100%) employers reported having employees working day shifts. None reported having swing or graveyard shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: Project Manager, Senior Estimator, Chief Estimator, and Vice President of Sales.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

DATABASE ADMINISTRATORS

OES CODE: 251030

15 Firms responding with 48 employees total

Alternate Job Titles: IT Specialist, System Administrator, and Information System Analyst

DESCRIPTION

Database Administrators coordinate physical changes to computer databases and code, test, and implement the data base applying knowledge of database management systems. May design logical and physical databases and coordinate database development as part of a project team.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Small Less than 1,094

Gender Breakdown: 23% Female 77% Male

SUPPLY AND DEMAND

Experienced: Moderately Difficult— Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

Inexperienced: Very Difficult— Demand is considerably greater than supply of qualified applicants. Employers often find qualified when an opening exists. Qualified applicants encounter no competition in their job search.

The turnover for this occupation for the past 12 months is 4.4%.

RECRUITMENT

| | |
|-------------------------------------|------|
| In-House Promotions | 13% |
| Employee Referrals | 73% |
| Newspaper Ads | 27% |
| Private Employment Agencies | 7% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 0% |
| Union Hall Referrals | 0% |
| Walk-in Applicants | 20% |
| Trade Journals | 0% |
| Internet | 100% |
| Colleges/Universities | 0% |
| Other (Job Fairs and Word of Mouth) | 60% |

WHERE THE JOBS ARE

- Hospitals
- Colleges and Universities
- Management and Public Relations
- Local Government-Excluding Hospitals and Education

PROJECTIONS:

Last 12 months: 20% of employers indicated they had a growth in this occupation.

Next 24 months: 27% of employers anticipate growth in this occupation's employment level.

Growth Rate: 68.5% Much Faster than Average.

WAGES AND BENEFITS

| Wages-All Employers | Range | | Median |
|-----------------------------|---------|---------|---------|
| Entry Level/ No experience | \$14.38 | \$32.86 | \$19.18 |
| Experienced/New to firm | \$19.18 | \$35.96 | \$25.41 |
| 3+ yrs experience with firm | \$24.93 | \$46.03 | \$33.56 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| | FT | PT | FT | PT | FT | PT | FT | PT |
| Full Time/ Part Time | | | | | | | | |
| Medical Insurance | 53 | 7 | 47 | 0 | 0 | 0 | 0 | 0 |
| Dental Insurance | 40 | 0 | 53 | 7 | 0 | 0 | 7 | 0 |
| Vision Insurance | 47 | 0 | 53 | 7 | 0 | 0 | 0 | 0 |
| Life Insurance | 47 | 7 | 40 | 0 | 0 | 0 | 13 | 0 |
| Sick Leave | 93 | 7 | 0 | 0 | 0 | 0 | 7 | 0 |
| Vacation | 93 | 7 | 0 | 0 | 0 | 0 | 7 | 0 |
| Retirement Plan | 33 | 7 | 67 | 0 | 0 | 0 | 0 | 0 |
| Child Care | 0 | 0 | 0 | 0 | 73 | 7 | 27 | 0 |
| Other | 13 | 7 | 0 | 0 | 0 | 0 | 80 | 0 |

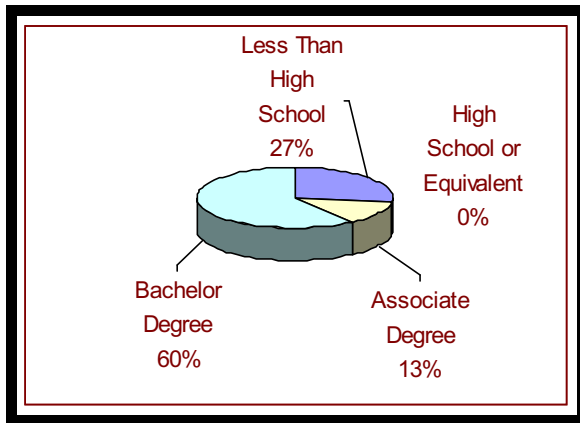
All data is based on the percentages of employers responding to the question

DATABASE ADMINISTRATORS

EMPLOYER REQUIREMENTS

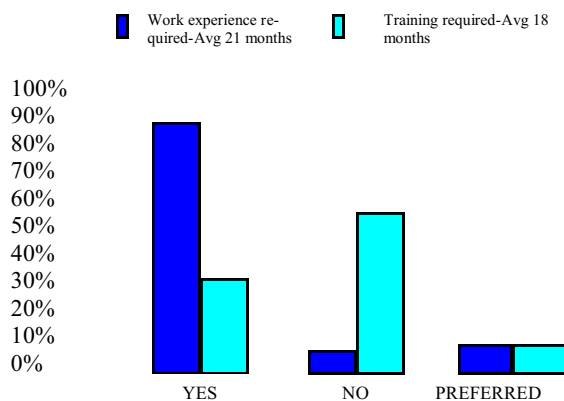
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

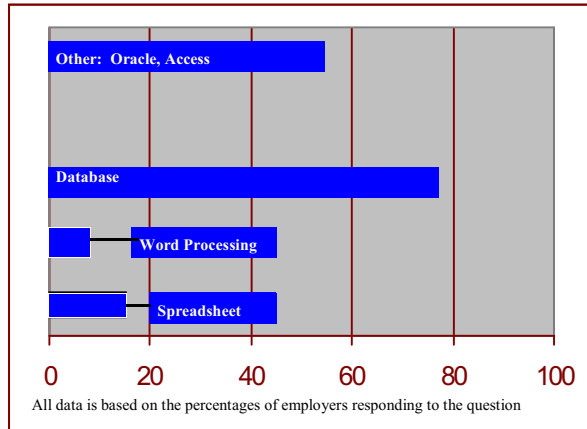
Some (33%) firms require technical and/or vocational training averaging 18 months. Many (57%) employers allow 18 months training to substitute for work experience. Almost all (87%) employers require work experience with an average of 21 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers prefer applicants with Oracle and Access, word processing, spreadsheet, and database skills.



All data is based on the percentages of employers responding to the question

SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Ability to work under pressure
- Detail oriented
- Problem solving skills
- Analytical skills
- Ability to work as part of a team
- Oral communication skills

OTHER INFORMATION

Of the 15 firms that responded, 7% were union and 93% were non-union.

Hours: Almost all (98%) employees work full-time averaging 40 hours per week. Few (2%) work part-time averaging 20 hours per week. No temporary or on-call work was reported.

Shifts: All (100%) employers reported having employees working day shifts. No employers reported having swing or graveyard shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: Information Technology Manager, Database Manager, and Information System Analyst II.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

ELECTRICAL and ELECTRONIC ENGINEERS

OES CODE: 221260

15 Firms responding with 524 employees total

Alternate Job Titles: Design Engineers, Controller, and Assistant Controller

DESCRIPTION

Electrical and Electronic Engineers design, develop, test and supervise the manufacture and installation of electrical and electronic equipment, components or systems, computers and related equipment and systems for commercial, industrial, military, or scientific use. Does not include Sales Engineers.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Very Large 4,740 and above

Gender Breakdown: 12% Female 88% Male

SUPPLY AND DEMAND

Experienced: Moderately Difficult— Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

Inexperienced: Very Difficult—Demand is considerably greater than the supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. Qualified applicants encounter no competition in their job search.

The turnover for this occupation for the past 12

RECRUITMENT

| | |
|------------------------------|-----|
| In-House Promotions | 47% |
| Employee Referrals | 40% |
| Newspaper Ads | 53% |
| Private Employment Agencies | 7% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 13% |
| Union Hall Referrals | 0% |
| Walk-in Applicants | 0% |
| Trade Journals | 0% |
| Internet | 67% |
| Colleges/Universities | 7% |
| Other (Word of Mouth) | 60% |

WHERE THE JOBS ARE:

- Communications Equipment
- Telephone Communications
- Computer and Data Processing Services
- State Government except hospitals and education
- Measuring and Controlling Devices
- Computer and Office Equipment

PROJECTIONS:

Last 12 months: 20% of employers indicated they had growth in this occupation—27% reported a decline.

Next 24 months: 27% of employers anticipate growth in this occupation's employment level.

Growth Rate: 187.4% Much Faster than Average

WAGES AND BENEFITS

| Wages-Non-Union | Range | | Median |
|-----------------------------|-------------------|---------|---------|
| Entry Level/ No experience | Data Not Reported | | |
| Experienced/New to firm | \$11.51 | \$33.56 | \$25.00 |
| 3+ yrs experience with firm | \$14.38 | \$47.95 | \$31.16 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| | FT | PT | FT | PT | FT | PT | FT | PT |
| Full Time/ Part Time | | | | | | | | |
| Medical Insurance | 93 | 7 | 0 | 0 | 0 | 0 | 0 | 0 |
| Dental Insurance | 93 | 7 | 0 | 0 | 0 | 0 | 0 | 0 |
| Vision Insurance | 60 | 7 | 0 | 0 | 33 | 0 | 0 | 0 |
| Life Insurance | 80 | 7 | 0 | 0 | 13 | 0 | 0 | 0 |
| Sick Leave | 93 | 7 | 0 | 0 | 0 | 0 | 0 | 0 |
| Vacation | 93 | 7 | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement Plan | 47 | 0 | 47 | 0 | 0 | 7 | 0 | 0 |
| Child Care | 7 | 0 | 0 | 0 | 87 | 7 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 93 | 7 |

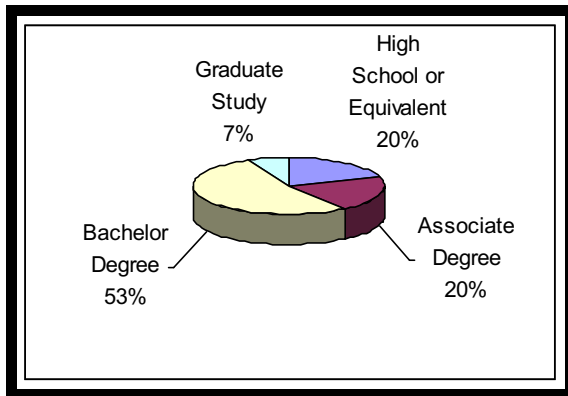
All data is based on the percentages of employers responding to the question

ELECTRICAL and ELECTRONIC ENGINEERS

EMPLOYER REQUIREMENTS

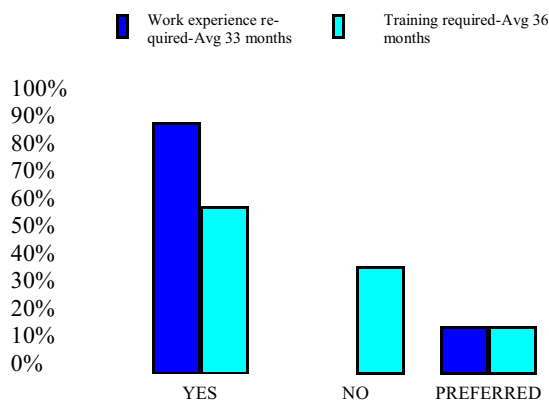
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

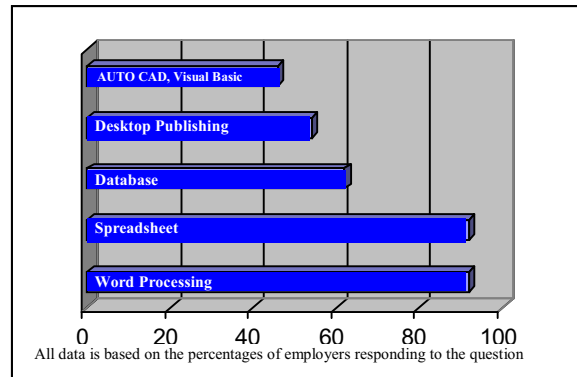
Many (53%) firms require technical and/or vocational training averaging 36 months. Some (27%) employers allow 15 months training to substitute for work experience. Almost all (87%) employers require work experience with an average of 33 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers reported a preference for applicants with word processing, spreadsheet, database, desktop publishing, and other software skills.



All data is based on the percentages of employers responding to the question

SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Ability to work independently
- Ability to design telecommunication networks
- Engineering programming skills
- Ability to use engineering applications software
- Oral communication skills

OTHER INFORMATION

Of the 15 firms that responded, 100% were non-union.

Hours: All (100%) employees work full-time averaging 48 hours average.

Shifts: Almost all (93%) employers reported having employees working day shifts. A few employers reported having swing and graveyard shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: Manager, Senior Engineer, Project Lead, Project Engineer, Director, Principal, Special Project Leader, Group Leader, Project Manager, and Lead PCB Engineer.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

GRAPHIC DESIGNERS

OES CODE: 141061998

15 Firms responding with 52 employees total

Alternate Job Titles: Graphic Artist,
Designer

DESCRIPTION

Graphic Designers create original artwork using computer layout and design to visually enhance a product, concept, or message. Graphic Designers work closely with Project Managers in advertising and marketing departments.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Data not available

Gender Breakdown: 38% Female 62% Male

SUPPLY AND DEMAND

Experienced: Moderately Difficult—Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

Inexperienced: Data not reported

The turnover for this occupation for the past 12 months is 10%.

RECRUITMENT

| | |
|------------------------------|-----|
| In-House Promotions | 0% |
| Employee Referrals | 80% |
| Newspaper Ads | 40% |
| Private Employment Agencies | 13% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 7% |
| Union Hall Referrals | 0% |
| Walk-in Applicants | 20% |
| Trade Journals | 0% |
| Internet | 53% |
| Colleges/Universities | 7% |
| Other (Word of Mouth) | 80% |

WHERE THE JOBS ARE

Data Not Reported

PROJECTIONS:

Last 12 months: 7% of employers indicated they had a growth in this occupation. 67% reported stability in this occupation's employment level.

Next 24 months: 27% of employers anticipate growth in this occupation's employment level. 73% expect this occupation's employment level to remain stable.

Growth Rate:

Data not available

WAGES AND BENEFITS

| Non-Union Wages | Range | | Median |
|-----------------------------|-------------------|---------|---------|
| Entry Level/ No experience | Insufficient Data | | |
| Experienced/New to firm | \$9.59 | \$19.18 | \$15.00 |
| 3+ yrs experience with firm | \$11.99 | \$35.96 | \$19.18 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| | FT | PT | FT | PT | FT | PT | FT | PT |
| Full Time/ Part Time | | | | | | | | |
| Medical Insurance | 47 | 7 | 27 | 0 | 0 | 0 | 27 | 13 |
| Dental Insurance | 40 | 7 | 27 | 0 | 0 | 0 | 33 | 13 |
| Vision Insurance | 33 | 0 | 27 | 0 | 0 | 0 | 40 | 20 |
| Life Insurance | 27 | 0 | 27 | 0 | 7 | 0 | 40 | 20 |
| Sick Leave | 40 | 0 | 27 | 0 | 0 | 0 | 33 | 20 |
| Vacation | 47 | 0 | 20 | 0 | 0 | 0 | 33 | 20 |
| Retirement Plan | 0 | 0 | 47 | 0 | 20 | 0 | 33 | 20 |
| Child Care | 0 | 0 | 0 | 0 | 60 | 0 | 40 | 20 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 20 |

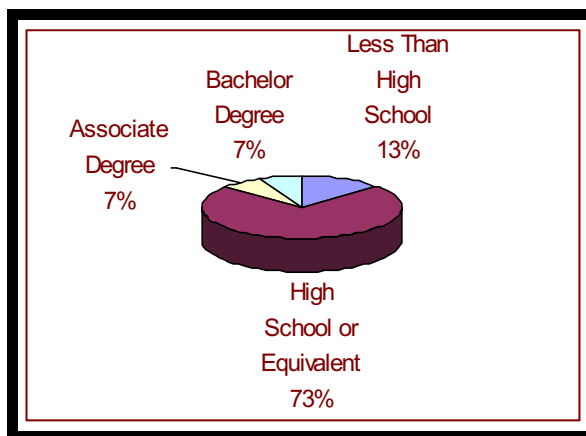
All data is based on the percentages of employers responding to the question

GRAPHIC DESIGNERS

EMPLOYER REQUIREMENTS

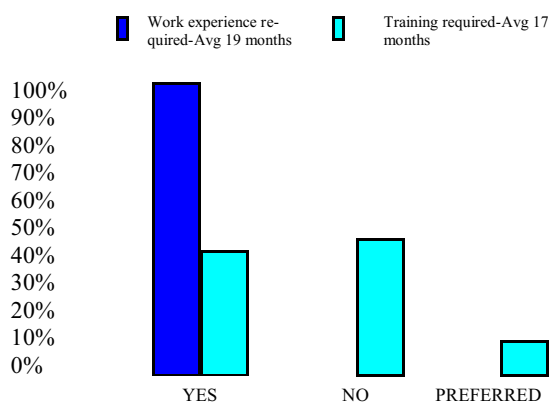
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

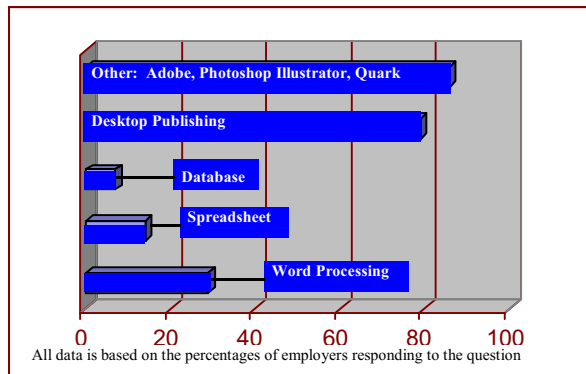
Many (40%) firms require an average of 17 months technical and/or vocational training. Some (33%) employers allow 17 months training to substitute for work experience. All (100%) employers require work experience with an average of 19 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers prefer applicants with Adobe, desktop publishing, word processing, spreadsheet, and database skills.



All data is based on the percentages of employers responding to the question

SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Possession of good color perception
- Ability to work under pressure
- Imagination and creativity
- Layout and detail skills
- Ability to use desktop publishing software
- Graphic arts skills

OTHER INFORMATION

Of the 15 firms that responded, 7% were union and 93% were non-union.

Hours: Almost all (92%) employees work full-time averaging 40 hours. Few (8%) employees work part-time averaging 22 hours. No temporary or on-call workers were reported.

Shifts: All (100%) employers reported having employees working day shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: Senior Designer, Art Director, Lead Designer, and Coordinator.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

GUARDS and WATCHGUARDS

OES CODE: 630470

15 Firms responding with 2,030 employees total

Alternate Job Titles: Security Officers, Guards

DESCRIPTION

Guards and Watch Guards stand guard at entrance gates or walk about premises of business or industrial establishments or private residences to prevent theft, violence, or infractions of rules; they guard property against fire, theft, vandalism, and illegal entry; they direct patrons or employees and answer questions relative to services of establishments. They control traffic to and from buildings and grounds.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Very Large 4,740 and above
Gender Breakdown: 28% Female 72% Male

SUPPLY AND DEMAND

Experienced: Very Difficult-Demand is considerably greater than the supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. Qualified applicants encounter no competition in their job search.

Inexperienced: Moderately Difficult-Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

The turnover for this occupation for the past 12 months is 67.5%.

RECRUITMENT

| | |
|------------------------------|------|
| In-House Promotions | 0% |
| Employee Referrals | 53% |
| Newspaper Ads | 93% |
| Private Employment Agencies | 7% |
| Employment Development Dept. | 7% |
| School, Program Referrals | 7% |
| Union Hall Referrals | 0% |
| Walk-in Applicants | 13% |
| Trade Journals | 7% |
| Internet | 7% |
| Colleges/Universities | 7% |
| Other (Word of Mouth) | 100% |

WHERE THE JOBS ARE

- Real Estate Operators and Lessors
- Miscellaneous Business Services
- Colleges and Universities

PROJECTIONS:

Last 12 months: 33% of employers indicated they had growth in this occupation-7% reported a decline.
Next 24 months: 53% of employers anticipate growth in this occupation's employment level.

Growth Rate: 39.7% Much Faster than Average

WAGES AND BENEFITS

| Non-Union Wages | Range | | Median |
|-----------------------------|---------|---------|---------|
| Entry Level/ No experience | \$7.00 | \$10.00 | \$8.25 |
| Experienced/New to firm | \$8.00 | \$12.00 | \$10.00 |
| 3+ yrs experience with firm | \$10.00 | \$15.00 | \$11.50 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| | FT | PT | FT | PT | FT | PT | FT | PT |
| Full Time/ Part Time | | | | | | | | |
| Medical Insurance | 27 | 7 | 40 | 13 | 0 | 0 | 33 | 67 |
| Dental Insurance | 33 | 13 | 33 | 13 | 7 | 0 | 27 | 60 |
| Vision Insurance | 13 | 0 | 27 | 13 | 7 | 0 | 53 | 73 |
| Life Insurance | 33 | 13 | 13 | 7 | 0 | 0 | 53 | 67 |
| Sick Leave | 33 | 7 | 13 | 7 | 0 | 0 | 53 | 73 |
| Vacation | 40 | 13 | 33 | 13 | 0 | 0 | 27 | 60 |
| Retirement Plan | 20 | 0 | 7 | 0 | 0 | 0 | 73 | 87 |
| Child Care | 0 | 0 | 0 | 0 | 13 | 0 | 87 | 87 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 87 |

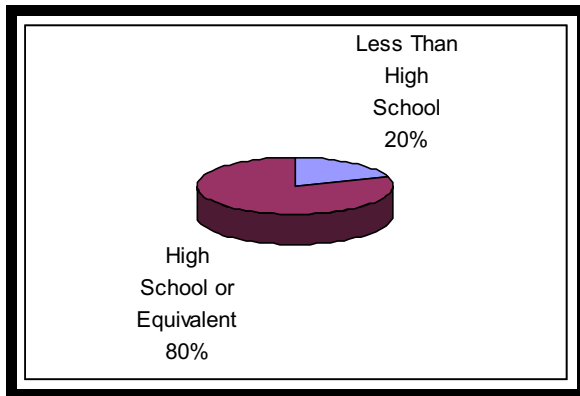
All data is based on the percentages of employers responding to the question

GUARDS and WATCH GUARDS

EMPLOYER REQUIREMENTS

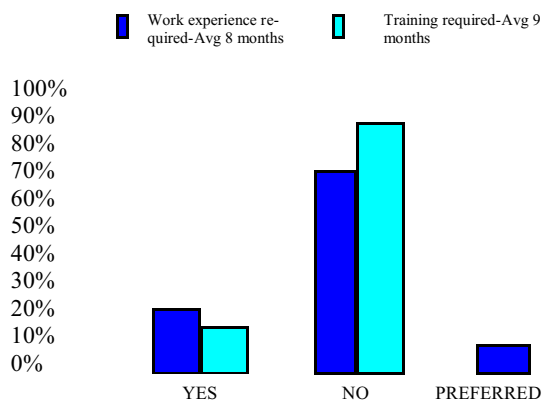
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

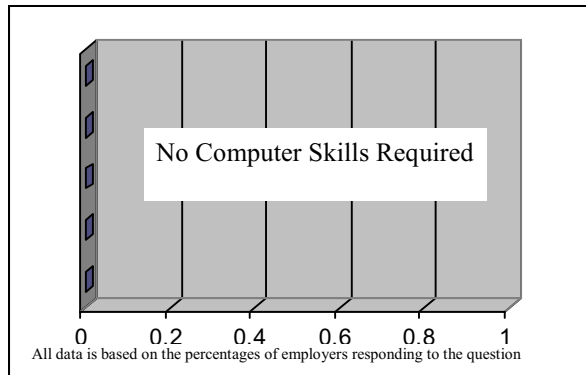
Few (13%) firms require technical and/or vocational training averaging 9 months. Many (50%) employers allow an average of 9 months training to substitute for work experience. Some (20%) employers require work experience averaging 8 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

No employers reported a preference for applicants with computer skills.



SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Possession of a clean police record
- Ability to work independently
- Security guard registration (Guard Card)
- Ability to administer emergency first aid
- Possession of a valid driver's license
- Ability to read and follow instructions

OTHER INFORMATION

Of the 15 firms that responded, 100% were non-union.

Hours: Almost all (86%) employees work full-time averaging 39 hours. Few (14%) employees work part-time averaging 24 hours per week.

Shifts: All (100%) employers reported having employees working day shifts. Almost all (87%) employers reported having swing and graveyard shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: Site Supervisor, Field Supervisor, Sergeant, Commander, Sales, or Manager.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

INTERNET WEBSITE DESIGNERS/DEVELOPERS (WEBMASTERS)

NON-OES CODE: 031064999

15 Firms responding with 50 employees total

Alternate Job Titles: Webmaster, Web Applications Engineer, Web Engineer

DESCRIPTION

Internet Web Site Designers/Developers (Webmasters) are responsible for managing the content of an organization's Internet web site. Usually using specialized software, they create, design and maintain web pages to communicate an organization's message to Internet users.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Data not available

Gender Breakdown: 28% Female 72% Male

SUPPLY AND DEMAND

Experienced: Not Difficult-Supply of qualified applicants is considerably greater than the demand, creating a very competitive job market for applicants.

Inexperienced: Not Difficult-Supply of qualified applicants is considerably greater than the demand, creating a very competitive job market for applicants.

The turnover for this occupation for the past 12 months is 7.3%.

RECRUITMENT

| | |
|------------------------------|------|
| In-House Promotions | 27% |
| Employee Referrals | 73% |
| Newspaper Ads | 20% |
| Private Employment Agencies | 7% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 0% |
| Union Hall Referrals | 0% |
| Walk-in Applicants | 7% |
| Trade Journals | 0% |
| Internet | 100% |
| Colleges/Universities | 20% |
| Other (Job Fairs) | 33% |

WHERE THE JOBS ARE

No Data Available

PROJECTIONS:

Last 12 months: 27% of employers indicated they had growth in this occupation while 67% reported stability.

Next 24 months: 7% of employers anticipate growth in this occupation's employment level while another 80% anticipate stability.

Growth Rate: Data not available

WAGES AND BENEFITS

| Wages-All Employers | Range | | Median |
|-----------------------------|---------|---------|---------|
| Entry Level/ No experience | \$18.22 | \$23.97 | \$20.14 |
| Experienced/New to firm | \$9.59 | \$38.36 | \$26.35 |
| 3+ yrs experience with firm | \$14.38 | \$47.95 | \$33.56 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| | FT | PT | FT | PT | FT | PT | FT | PT |
| Full Time/ Part Time | | | | | | | | |
| Medical Insurance | 73 | 7 | 13 | 7 | 0 | 0 | 7 | 0 |
| Dental Insurance | 73 | 7 | 13 | 7 | 0 | 0 | 7 | 0 |
| Vision Insurance | 73 | 7 | 13 | 7 | 0 | 0 | 7 | 0 |
| Life Insurance | 73 | 7 | 13 | 7 | 0 | 0 | 7 | 0 |
| Sick Leave | 87 | 13 | 0 | 0 | 0 | 0 | 7 | 0 |
| Vacation | 87 | 13 | 0 | 0 | 0 | 0 | 7 | 0 |
| Retirement Plan | 20 | 0 | 67 | 13 | 0 | 0 | 7 | 0 |
| Child Care | 0 | 0 | 0 | 0 | 80 | 13 | 13 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 93 | 13 |

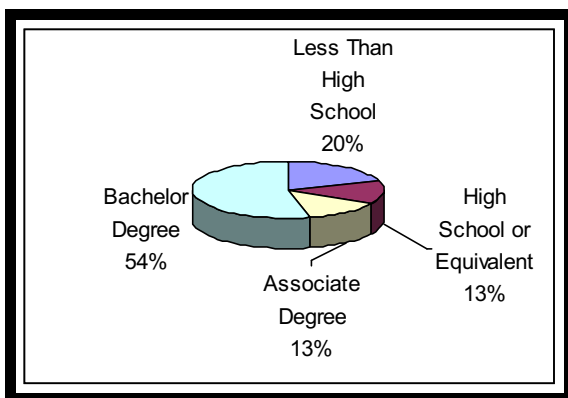
All data is based on the percentages of employers responding to the question

INTERNET WEBSITE DESIGNERS/DEVELOPERS (WEBMASTERS)

EMPLOYER REQUIREMENTS

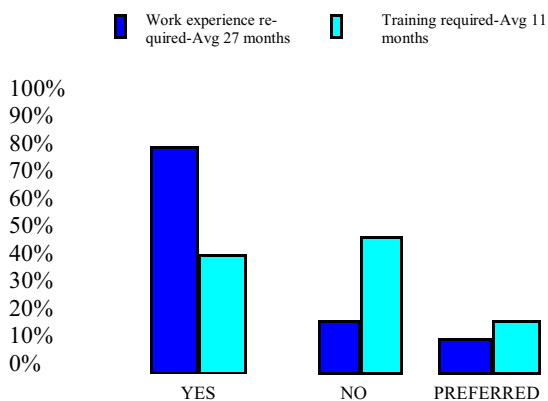
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

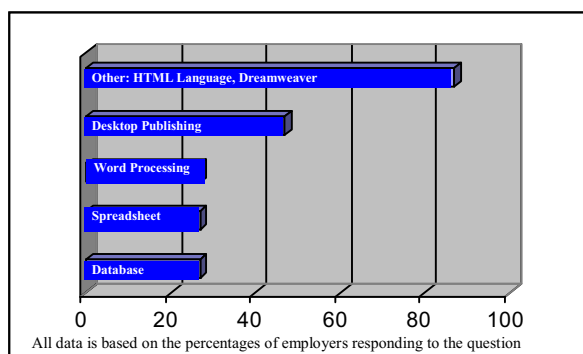
Many (40%) firms require technical and/or vocational training averaging 11 months. Many (46%) firms allow 17 months training to substitute for work experience. Almost all (80%) firms require work experience with an average of 27 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers prefer applicants with database, spreadsheet, word processing, and desktop publishing skills.



All data is based on the percentages of employers responding to the question

SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Ability to work under pressure
- Problem solving skills
- Ability to read and follow instructions
- Ability to think logically

OTHER INFORMATION

Of the 15 firms that responded, 7% were union and 93% were non-union.

Hours: Almost all (90%) employees work full-time averaging 40 hours per week. A few (6%) employees work part-time (16 hours) or temporary/on-call (20 hours).

Shifts: All employers (100%) reported having employees working day shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: Marketing Manager, Web Design II, Team Leader, Information Technology Manager, Lead Web Developer, and Supervisors.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

LOAN OFFICERS and COUNSELORS

OES CODE: 211080

18 Firms responding with 175 employees total

Alternate Job Titles: Financial Advisor, Lender,
Account Executive, and Loan Consultant

DESCRIPTION

Loan Officers and Counselors evaluate, authorize, or recommend approval of commercial or real estate loans and credit loans or advise borrowers on financial status and methods of payment. Include such occupations as Mortgage Loan Officers or Agents, Collection Analysts, and Loan Servicing Officers.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Small Less than 1,094

Gender Breakdown: 56% Female 44% Male

SUPPLY AND DEMAND

Experienced: Moderately Difficult—Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

Inexperienced: Very Difficult—Demand is considerably greater than supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. Qualified applicants encounter no competition in their job search.

The turnover for this occupation for the past 12 months is 12%.

RECRUITMENT

| | |
|------------------------------|-----|
| In-House Promotions | 33% |
| Employee Referrals | 67% |
| Newspaper Ads | 50% |
| Private Employment Agencies | 33% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 0% |
| Union Hall Referrals | 0% |
| Walk-in Applicants | 11% |
| Trade Journals | 0% |
| Internet | 39% |
| Colleges/Universities | 6% |
| Other (Word of Mouth) | 61% |

WHERE THE JOBS ARE:

- Commercial Banks
- Personal Credit Institutions
- Mortgage Bankers and Brokers

PROJECTIONS:

Last 12 months: 44% of employers indicated they had a growth in this occupation-0% reported a decline.

Next 24 months: 56% of employers anticipate growth in this occupation's employment level.

Growth Rate: 42.3% Much Faster than Average.

WAGES AND BENEFITS

| Wages-Non-Union | Range | | Median |
|-----------------------------|---------|---------|---------|
| Entry Level/ No experience | \$8.63 | \$23.97 | \$14.38 |
| Experienced/New to firm | \$9.90 | \$35.96 | \$18.38 |
| 3+ yrs experience with firm | \$14.38 | \$47.95 | \$24.99 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| | FT | PT | FT | PT | FT | PT | FT | PT |
| Full Time/ Part Time | | | | | | | | |
| Medical Insurance | 67 | 0 | 22 | 0 | 11 | 0 | 0 | 0 |
| Dental Insurance | 61 | 0 | 28 | 0 | 11 | 0 | 0 | 0 |
| Vision Insurance | 56 | 0 | 28 | 0 | 17 | 0 | 0 | 0 |
| Life Insurance | 67 | 0 | 17 | 0 | 11 | 0 | 6 | 0 |
| Sick Leave | 89 | 0 | 0 | 0 | 6 | 0 | 6 | 0 |
| Vacation | 89 | 0 | 0 | 0 | 6 | 0 | 6 | 0 |
| Retirement Plan | 28 | 0 | 61 | 0 | 6 | 0 | 6 | 0 |
| Child Care | 0 | 0 | 0 | 0 | 94 | 0 | 6 | 0 |
| Other | 22 | 0 | 11 | 0 | 0 | 0 | 6 | 0 |

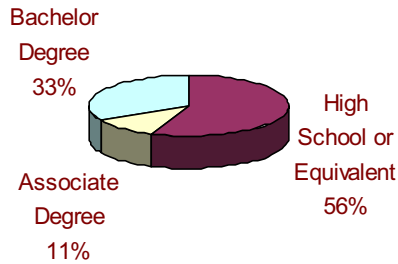
All data is based on the percentages of employers responding to the question

LOAN OFFICERS and COUNSELORS

EMPLOYER REQUIREMENTS

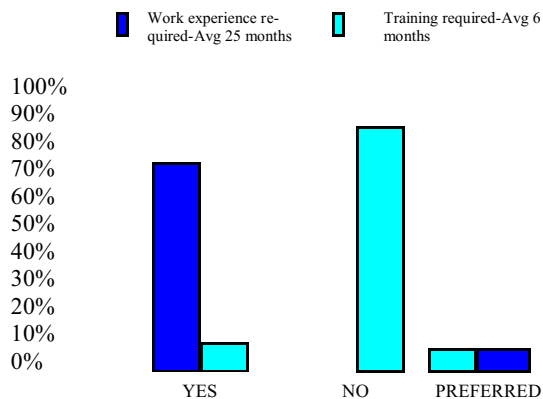
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

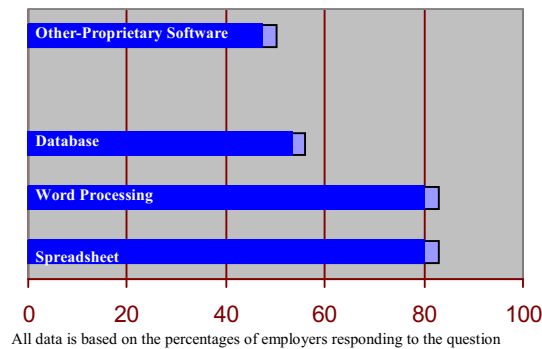
Few (6%) firms require technical and/or vocational training averaging 6 months. Many (57%) employers allow 9 months training to substitute for work experience. Most (72%) employers require work experience with an average of 25 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers reported a preference for applicants with word processing, spreadsheet, database, and financial software experience.



SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Public contact skills
- Ability to apply sales techniques
- Business math skills
- Possession of a valid California real estate license
- Knowledge of government loan procedures
- Ability to think logically

OTHER INFORMATION

Of the 15 firms that responded, 100% were non-union.

Hours: All (100%) employees work full-time averaging 43 hours. No employees work part-time.

Shifts: All (100%) employers reported having employees working day shifts. No employers reported having swing or evening shifts. A few (11%) reported having employees work variable hours to meet customer's needs.

Promotional Opportunities:

Employers reported promoting to occupations such as: Sales Manager, Senior Loan Officer, Regional Manager, Branch Sales Manager, Account Manager, Team Leader,, Division Manager, Wholesale Manager, and Loan Officer II,III, and IV.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

MEDICAL RECORDS TECHNICIANS

OES CODE: 329110

20 Firms responding with 169 employees total

Alternate Job Titles: Records Clerk., File Clerk,

Front Desk, Records

DESCRIPTION

Medical Records Technicians compile and maintain medical records of hospital and clinic patients.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Small Less than 1,094

Gender Breakdown: 86% Female 14% Male

SUPPLY AND DEMAND

Experienced: Moderately Difficult— Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

Inexperienced: Moderately Difficult— Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

The turnover rate for this occupation for the past 12 months is 16.9%.

RECRUITMENT

| | |
|------------------------------|-----|
| In-House Promotions | 15% |
| Employee Referrals | 75% |
| Newspaper Ads | 50% |
| Private Employment Agencies | 0% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 15% |
| Union Hall Referrals | 0% |
| Walk-in Applicants | 25% |
| Trade Journals | 5% |
| Internet | 20% |
| Colleges/Universities | 0% |
| Other (Word of Mouth) | 90% |

WHERE THE JOBS ARE

- Offices and Clinics of Medical Doctors
- Nursing and Personal Care Facilities
- Hospitals

PROJECTIONS:

Last 12 months: 40% of employers indicated they had growth in this occupation—55% reported stability.

Next 24 months: 30% of employers anticipate growth in this occupation's employment level.

Growth Rate: 22.2% Slower than Average

WAGES AND BENEFITS

| Wages-All Employers | Range | | Median |
|-----------------------------|---------|---------|---------|
| Entry Level/ No experience | \$6.75 | \$15.10 | \$10.00 |
| Experienced/New to firm | \$7.00 | \$18.00 | \$12.00 |
| 3+ yrs experience with firm | \$11.00 | \$20.02 | \$14.50 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| | FT | PT | FT | PT | FT | PT | FT | PT |
| Full Time/ Part Time | | | | | | | | |
| Medical Insurance | 55 | 15 | 20 | 5 | 0 | 0 | 0 | 35 |
| Dental Insurance | 40 | 20 | 20 | 5 | 0 | 0 | 15 | 30 |
| Vision Insurance | 20 | 0 | 15 | 0 | 0 | 5 | 40 | 50 |
| Life Insurance | 30 | 5 | 5 | 0 | 0 | 5 | 40 | 45 |
| Sick Leave | 55 | 15 | 10 | 0 | 0 | 0 | 10 | 40 |
| Vacation | 55 | 20 | 10 | 5 | 0 | 0 | 10 | 30 |
| Retirement Plan | 25 | 5 | 20 | 5 | 5 | 0 | 25 | 45 |
| Child Care | 0 | 0 | 5 | 0 | 10 | 5 | 60 | 50 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 70 | 55 |

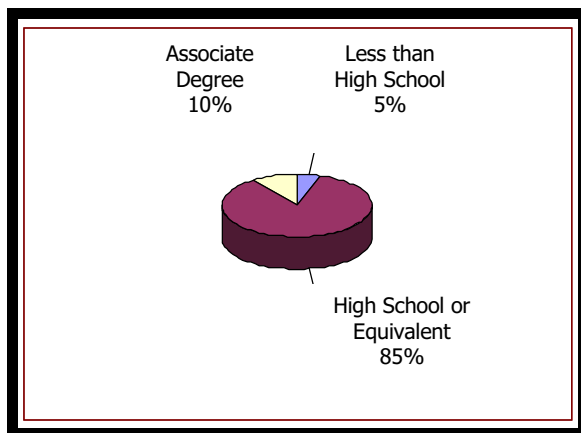
All data is based on the percentages of employers responding to the question

MEDICAL RECORDS TECHNICIANS

EMPLOYER REQUIREMENTS

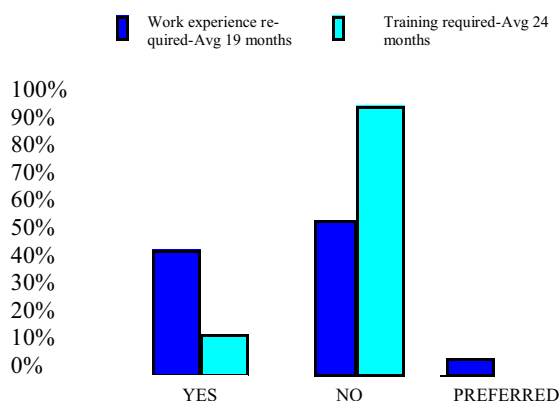
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

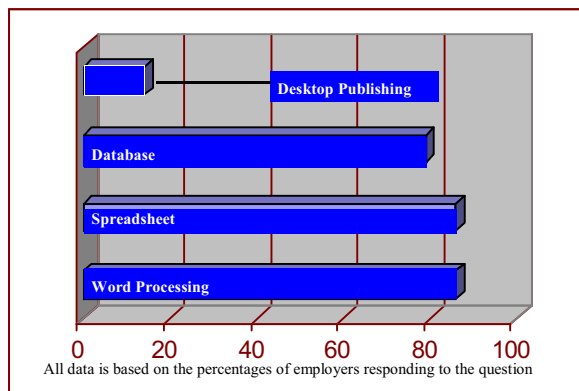
Few (10%) firms require technical and/or vocational training with an average of 24 months. Some (33%) employers will allow training to substitute for work experience with an average of 9 months. Many (40%) employers require work experience with an average of 19 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers prefer applicants with word processing, database, spreadsheet, and desktop publishing skills.



SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Ability to work independently
- Alphabetic and numeric filing skills
- Knowledge of medical terminology
- Ability to write legibly

OTHER INFORMATION

Of the 15 firms that responded, 10% were union and 90% were non-union.

Hours: Most (66%) employees work full-time averaging 40 hours per week. Some (29%) employees work part-time averaging 22 hours per week.

Shifts: All (100%) employers reported having employees working day shifts. A few (10%) employers reported having swing shifts. A few (5%) employers reported having graveyard shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: Supervisors, Management, Front Desk, Administration, Medical Assistant, Collections, Patient Services, and Operating Room Technician.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

NURSE AIDES

OES CODE: 660080

16 Firms responding with 693 employees total

Alternate Job Titles: Certified Nurses Aides,
Nurses Assistants, and Patient Care Attendants

DESCRIPTION

Nurses Aides work under the direction of nursing or medical staff to provide auxiliary services in the care of patients. They perform duties such as answering patients' call bells, serving and collecting food trays, and feeding patients. Nurses Aides may be called Assistants, Attendants, or Orderlies. Orderlies are primarily concerned with the care of male patients, setting up equipment, and relieving nurses of heavier work. Does not include Psychiatric Aides and Home Health Aides.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Large 2,188-4,739

Gender Breakdown: 90% Female 10% Male

SUPPLY AND DEMAND

Experienced: Moderately Difficult— Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

Inexperienced: Moderately Difficult— Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

The turnover for this occupation for the past 12 months is 53.3%.

RECRUITMENT

| | |
|------------------------------|-----|
| In-House Promotions | 13% |
| Employee Referrals | 88% |
| Newspaper Ads | 50% |
| Private Employment Agencies | 6% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 0% |
| Union Hall Referrals | 6% |
| Walk-in Applicants | 19% |
| Trade Journals | 6% |
| Internet | 19% |
| Colleges/Universities | 0% |
| Other (Word of Mouth) | 94% |

WHERE THE JOBS ARE

- Nursing and personal care facilities
- Hospitals
- Residential care

PROJECTIONS:

Last 12 months: 56% of employers indicated they had growth in this occupation.

Next 24 months: 44% of employers anticipate growth in this occupation's employment level while another 6% anticipate decline.

Growth Rate: 22.1% Slower than Average

WAGES AND BENEFITS

| Union Wages: | Range | | Median |
|-----------------------------|---------|---------|---------|
| Entry Level/ No experience | \$7.00 | \$8.25 | \$7.63 |
| Experienced/New to firm | \$8.00 | \$15.00 | \$12.00 |
| 3+ yrs experience with firm | \$9.25 | \$18.00 | \$14.00 |
| Non-Union Wages | Range | | Median |
| Entry Level/ No experience | \$9.00 | \$10.00 | \$9.50 |
| Experienced/New to firm | \$9.50 | \$13.57 | \$11.82 |
| 3+ yrs experience with firm | \$10.25 | \$15.50 | \$14.00 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| | FT | PT | FT | PT | FT | PT | FT | PT |
| Full Time/ Part Time | | | | | | | | |
| Medical Insurance | 69 | 25 | 31 | 13 | 0 | 0 | 0 | 31 |
| Dental Insurance | 63 | 25 | 31 | 13 | 0 | 0 | 6 | 31 |
| Vision Insurance | 63 | 25 | 31 | 13 | 0 | 0 | 6 | 31 |
| Life Insurance | 69 | 25 | 31 | 13 | 0 | 0 | 0 | 31 |
| Sick Leave | 63 | 25 | 31 | 13 | 0 | 0 | 6 | 31 |
| Vacation | 69 | 25 | 31 | 13 | 0 | 0 | 0 | 31 |
| Retirement Plan | 50 | 25 | 31 | 6 | 0 | 0 | 19 | 38 |
| Child Care | 6 | 6 | 6 | 6 | 0 | 0 | 88 | 56 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 69 |

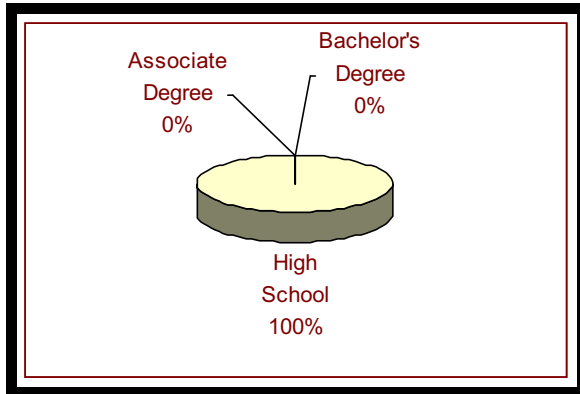
All data is based on the percentages of employers responding to the question

NURSE AIDES

EMPLOYER REQUIREMENTS

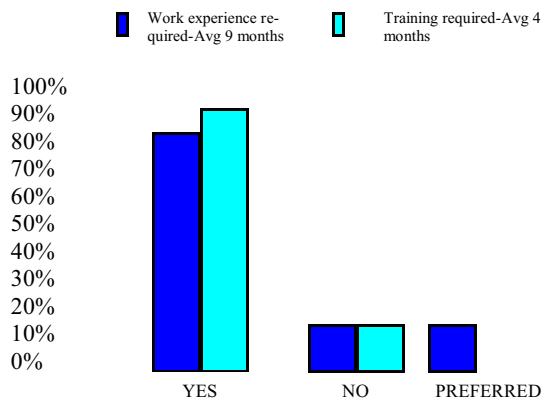
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

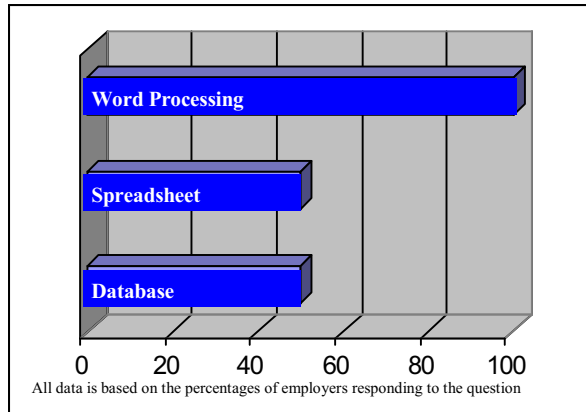
Almost all (88%) firms require technical and/or vocational training averaging 4 months. Some (21%) employers allow an average of 10 months training to substitute for work experience. Most (75%) employers require work experience with an average of 9 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers prefer applicants with word processing, spreadsheet, and database skills.



SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Willingness to work with close supervision
- Ability to handle crisis situations
- Ability to perform CPR
- Ability to apply dressings and compresses
- Ability to administer emergency first aid

OTHER INFORMATION

Of the 16 firms that responded, 56% were union and 44% were non-union.

Hours: Most (73%) employees work full-time averaging 40 hours per week. Some (24%) work part-time averaging 26 hours per week. Few (2%) work temporary or on-call averaging 8 hours per week.

Shifts: All (100%) employers reported having employees working day shifts. Most (75%) reported having swing and graveyard shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: Registered Nurse or Licensed Vocational Nurse with the proper licensing or certification.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

PERSONNEL, TRAINING, and LABOR RELATIONS MANAGERS

OES CODE: 130050

15 Firms responding with 21 employees total

Alternate Job Titles: Human Resource Manager,
Director of Human Resources, HR Coordinator

DESCRIPTION

Personnel, Training, and Labor Relations Managers plan, organize, direct, control, or coordinate the personnel, training or labor relations activities of an organization. Their work involves establishing employer-relations policies; directing the selection, training, and evaluation of employees; administering benefits, safety, and recreation programs; developing wage and salary schedules; coordinating bargaining activities; and advising on labor contract administration.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Medium 1,094-2,187
Gender Breakdown: 62% Female 38% Male

SUPPLY AND DEMAND

Experienced: Moderately Difficult— Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

Inexperienced: Insufficient Data

The turnover rate for this occupation for the past 12 months is 25%.

RECRUITMENT

| | |
|------------------------------|-----|
| In-House Promotions | 0% |
| Employee Referrals | 60% |
| Newspaper Ads | 67% |
| Private Employment Agencies | 7% |
| Employment Development Dept. | 20% |
| School, Program Referrals | 7% |
| Union Hall Referrals | 7% |
| Walk-in Applicants | 33% |
| Trade Journals | 7% |
| Internet | 73% |
| Colleges/Universities | 7% |
| Other (Word of Mouth) | 13% |

WHERE THE JOBS ARE

- Residential Care
- Labor Organizations
- Research and Testing Services
- Management and Public Relations
- Local Govt. except Hospitals and Education

PROJECTIONS:

Last 12 months: 7% of employers indicated they had growth in this occupation— 93% reported stability.

Next 24 months: 47% of employers anticipate growth in this occupation's employment level.

Growth Rate: 34% Faster than Average

WAGES AND BENEFITS

| Wages-All Employers | Range | | Median |
|-----------------------------|-------------------|---------|---------|
| Entry Level/ No experience | Insufficient Data | | |
| Experienced/New to firm | \$11.99 | \$35.96 | \$19.18 |
| 3+ yrs experience with firm | \$16.78 | \$40.00 | \$22.53 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| | FT | PT | FT | PT | FT | PT | FT | PT |
| Full Time/ Part Time | | | | | | | | |
| Medical Insurance | 47 | 0 | 53 | 7 | 0 | 0 | 0 | 0 |
| Dental Insurance | 53 | 0 | 40 | 7 | 0 | 0 | 7 | 0 |
| Vision Insurance | 60 | 0 | 33 | 0 | 0 | 0 | 7 | 7 |
| Life Insurance | 60 | 0 | 27 | 0 | 0 | 0 | 13 | 7 |
| Sick Leave | 100 | 7 | 0 | 0 | 0 | 0 | 0 | 0 |
| Vacation | 100 | 7 | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement Plan | 13 | 0 | 67 | 7 | 7 | 0 | 13 | 0 |
| Child Care | 0 | 0 | 0 | 0 | 87 | 7 | 13 | 0 |
| Other | 13 | 0 | 13 | 0 | 0 | 0 | 73 | 7 |

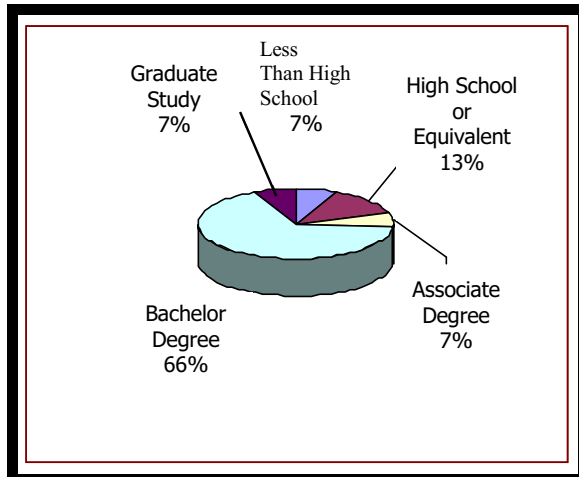
All data is based on the percentages of employers responding to the question

PERSONNEL, TRAINING, and LABOR RELATIONS MANAGERS

EMPLOYER REQUIREMENTS

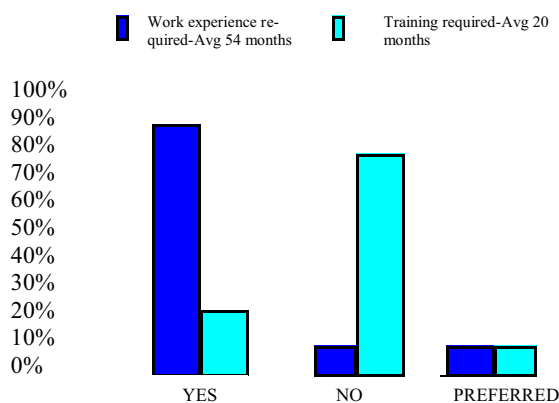
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

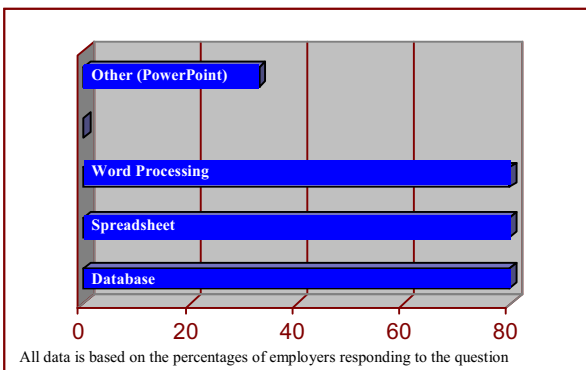
Some (20%) firms require technical and/or vocational training with an average of 20 months. Few (14%) employers will allow training to substitute for work experience with an average of 15 months. Almost all (87%) employers require work experience with an average of 54 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers prefer applicants with word processing, database, spreadsheet, and PowerPoint skills.



All data is based on the percentages of employers responding to the question

SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Ability to work under pressure
- Ability to write effectively
- Ability to manage an activity or department
- Ability to explain and follow grievance procedures
- Understanding of labor relations practices

OTHER INFORMATION

Of the 15 firms that responded, 7% were union and 93% were non-union.

Hours: Almost all (95%) employees work full-time averaging 40 hours per week. Few (5%) employees work part-time employees averaging 20 hours per week.

Shifts: Almost all (93%) employers reported having employees working day shifts. A few (7%) employers reported having swing and graveyard shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: Human Resources Director, Executive Director, General Manager, Operations Manager, and Administrator.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

PLASTERERS and STUCCO MASONS

OES CODE: 873170

Alternate Job Titles: None Reported

16 Firms responding with 224 employees total

DESCRIPTION

Plastering and Stucco Masons apply coats of plaster onto interior or exterior walls, ceilings, and partitions of buildings to produce finished surfaces according to blueprints, architect's drawings, or oral instructions.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Small Less than 1,094

Gender Breakdown: 1% Female 99% Male

SUPPLY AND DEMAND

Experienced: Moderately Difficult– Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

Inexperienced: Moderately Difficult– Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

The turnover for this occupation for the past 12 months is 11.8%.

RECRUITMENT

| | |
|------------------------------|-----|
| In-House Promotions | 0% |
| Employee Referrals | 88% |
| Newspaper Ads | 6% |
| Private Employment Agencies | 0% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 6% |
| Union Hall Referrals | 38% |
| Walk-in Applicants | 75% |
| Trade Journals | 0% |
| Internet | 0% |
| Colleges/Universities | 0% |
| Other (Word of Mouth) | 75% |

WHERE THE JOBS ARE

- Masonry
- Stonework
- Plastering

PROJECTIONS:

Last 12 months: 50% of employers indicated growth in this occupation-19% reported a decline.

Next 24 months: 44% of employers anticipate growth in this occupation's employment level.

Growth Rate: 48.10% Much Faster than Average

WAGES AND BENEFITS

| Wages-Union | Range | | Median |
|-----------------------------|-------------------|---------|---------|
| Entry Level/ No experience | Insufficient Data | | |
| Experienced/New to firm | \$27.21 | \$28.76 | \$28.76 |
| 3+ yrs experience with firm | \$25.00 | \$37.91 | \$31.64 |
| Wages-Non-Union | Range | | Median |
| Entry Level/ No experience | \$8.00 | \$12.00 | \$10.00 |
| Experienced/New to firm | \$12.50 | \$20.00 | \$16.50 |
| 3+ yrs experience with firm | \$18.00 | \$25.00 | \$22.25 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| | FT | PT | FT | PT | FT | PT | FT | PT |
| Full Time/ Part Time | | | | | | | | |
| Medical Insurance | 56 | 13 | 19 | 0 | 0 | 0 | 19 | 0 |
| Dental Insurance | 38 | 6 | 0 | 0 | 6 | 0 | 50 | 6 |
| Vision Insurance | 44 | 6 | 13 | 0 | 6 | 0 | 31 | 6 |
| Life Insurance | 31 | 6 | 0 | 0 | 13 | 0 | 50 | 6 |
| Sick Leave | 31 | 0 | 0 | 0 | 0 | 0 | 63 | 13 |
| Vacation | 50 | 6 | 0 | 0 | 0 | 0 | 44 | 6 |
| Retirement Plan | 31 | 6 | 6 | 0 | 6 | 0 | 50 | 6 |
| Child Care | 0 | 0 | 0 | 0 | 50 | 0 | 44 | 13 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 94 | 13 |

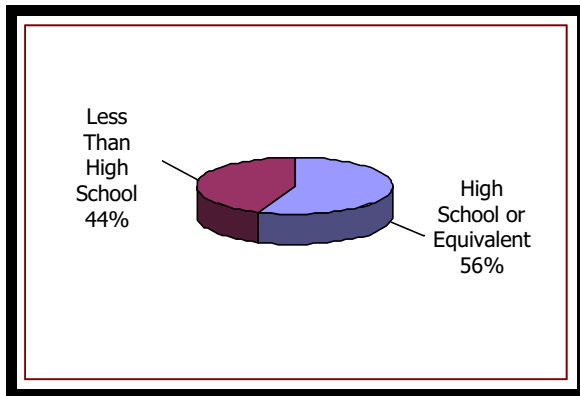
All data is based on the percentages of employers responding to the question

PLASTERERS AND STUCCO MASONS

EMPLOYER REQUIREMENTS

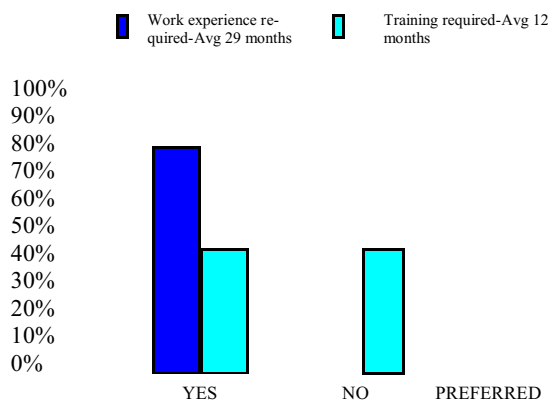
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

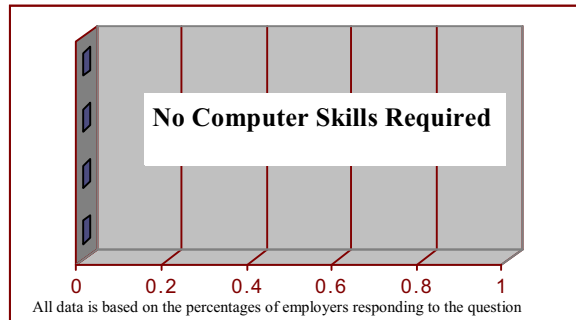
Many (50%) employers require technical and/or vocational training averaging 12 months. Most (77%) employers allow 33 months training to substitute for work experience. Almost all (81%) employers require work experience with an average of 29 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers have no computer requirements.



SKILLS, LICENSES, OR OTHER

- Ability to stand continuously for 2 or more hrs.
- Ability to provide own hand tools
- Ability to read working drawings
- Ability to use plaster and stucco materials
- Basic construction skills

OTHER INFORMATION

Of the 15 firms that responded, 38% were union and 63% were non-union.

Hours: Almost all (94%) employees work full-time averaging 40 hours per week. Few (5%) employees work part-time averaging 20 hours per week.

Shifts: All (100%) employers reported having employees working day shifts. No employers reported having swing or graveyard shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: Foreman, Supervisor, and Superintendent.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

POLICE PATROL OFFICERS

OES CODE 630140

13 Firms responding with 1,918 employees total

Alternate job titles: Police Officers

DESCRIPTION

Police Patrol Officers maintain order, enforce laws and ordinances, and protect life and property in an assigned patrol district or beat by performing a combination of such duties as patrolling a specific area on foot or in a vehicle; directing traffic; issuing traffic summonses; investigating accidents; apprehending, arresting and processing prisoners; and giving evidence in court.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Large 2,188-4,739

Gender Breakdown: 12% Female 88% Male

SUPPLY AND DEMAND

Experienced: Very Difficult-Employer demand is greater than supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. This means that qualified applicants encounter no competition in their job search.

Inexperienced: Very Difficult-Employer demand is greater than supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. This means that qualified applicants encounter no competition in their job search.

The turnover for this occupation for the past 12 months is 9.0%.

RECRUITMENT

| | |
|------------------------------|-----|
| In-House Promotions | 0% |
| Employee Referrals | 31% |
| Newspaper Ads | 54% |
| Private Employment Agencies | 0% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 31% |
| Union Hall Referrals | 0% |
| Walk-in Applicants | 0% |
| Trade Journals | 31% |
| Internet | 31% |
| Colleges/Universities | 31% |
| Other (Word of Mouth) | 92% |

WHERE THE JOBS ARE

Local Government

PROJECTIONS:

Last 12 months: 54% of employers indicated they had growth in this occupation.

Next 24 months: 54% of employers anticipate growth in this occupation's employment level.

Growth Rate: 21.5% Slower than Average

WAGES AND BENEFITS

| Wages-Union | Range | | Median |
|-----------------------------|---------|---------|---------|
| Entry Level/ No experience | \$19.22 | \$28.75 | \$25.45 |
| Experienced/New to firm | \$24.50 | \$31.07 | \$28.02 |
| 3+ yrs experience with firm | \$27.05 | \$33.28 | \$31.70 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| | FT | PT | FT | PT | FT | PT | FT | PT |
| Full Time/ Part Time | | | | | | | | |
| Medical Insurance | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Dental Insurance | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Vision Insurance | 85 | 0 | 0 | 0 | 0 | 0 | 15 | 0 |
| Life Insurance | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sick Leave | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Vacation | 100 | 0 | | 0 | 0 | 0 | 0 | 0 |
| Retirement Plan | 77 | 0 | 23 | 0 | 0 | 0 | 0 | 0 |
| Child Care | 0 | 0 | 8 | 0 | 0 | 0 | 92 | 0 |
| Other | 23 | 0 | 8 | 0 | 0 | 0 | 69 | 0 |

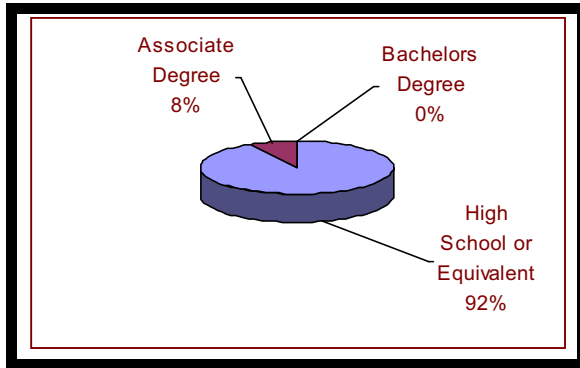
All data is based on the percentages of employers responding to the question

POLICE PATROL OFFICERS

EMPLOYER REQUIREMENTS

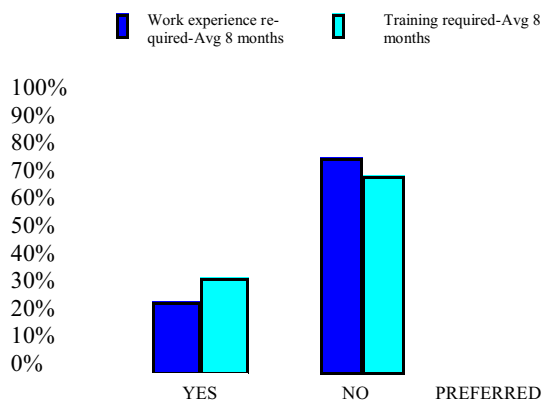
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

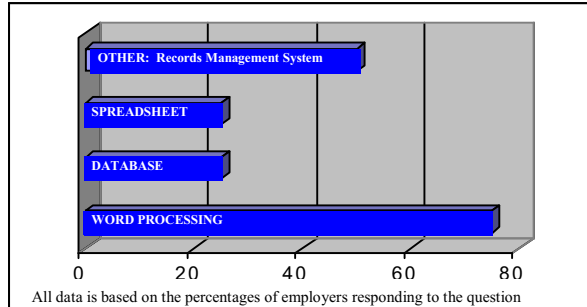
Some (31%) firms require technical and/or vocational training averaging 8 months. Some (33%) firms allow 6 months training to substitute for work experience. Some (23%) firms require work experience with an average of 8 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers prefer applicants with database, spreadsheet, word processing, and other record management software skills.



SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Ability to pass pre-employment medical examination
- Ability to pass psychological review
- Public contact skills
- Understanding of a variety of cultures
- Oral communication skills

OTHER INFORMATION

Of the 13 firms that responded, 100% were union.

Hours: All (100%) employees work full-time averaging 40 hours per week.

Shifts: All employers (100%) reported having employees working day and swing shifts. Almost all (92%) employers reported having graveyard shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: Sergeant, Lieutenant, Captain, and Chief of Police.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

RECEPTIONISTS and INFORMATION CLERKS

OES CODE: 553050

15 Firms responding with 39 employees total

Alternate Job Titles: Receptionist, Front Desk Administrators, Admin Asst., Office Support

DESCRIPTION

Receptionists and Information Clerks answer inquiries and obtain information for the general public (customers, visitors, and other interested parties) concerning activities conducted at an establishment, such as the location of offices or persons within the firm, departments within the store, or services within the hotel. They may perform a variety of other clerical duties. Does not include Receptionists who primarily operate switchboards.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Very Large 4,740 and above

Gender Breakdown: 97% Female 3% Male

SUPPLY AND DEMAND

Experienced: Not Difficult-Supply of qualified candidates is considerably greater than the demand, creating a very competitive job market for applicants.

Inexperienced: Moderately Difficult-Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

The turnover for this occupation for the past 12 months is 32.4%.

RECRUITMENT

| | |
|------------------------------|-----|
| In-House Promotions | 13% |
| Employee Referrals | 73% |
| Newspaper Ads | 53% |
| Private Employment Agencies | 33% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 7% |
| Union Hall Referrals | 0% |
| Walk-in Applicants | 33% |
| Trade Journals | 0% |
| Internet | 40% |
| Colleges/Universities | 0% |
| Other (Word of Mouth) | 47% |

WHERE THE JOBS ARE

- Hospitals
- Medical Doctor's Offices
- Personnel Supply Services

PROJECTIONS:

Last 12 months: 7% of employers indicated they had growth in this occupation-7% reported a decline.

Next 24 months: 7% of employers anticipate growth in this occupation's employment level.

Growth Rate: 21% Slower than Average

WAGES AND BENEFITS

| Non-Union Wages | Range | | Median |
|-----------------------------|---------|---------|---------|
| Entry Level/ No experience | \$9.00 | \$12.50 | \$10.00 |
| Experienced/New to firm | \$10.00 | \$14.38 | \$12.50 |
| 3+ yrs experience with firm | \$12.00 | \$16.78 | \$15.00 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| | FT | PT | FT | PT | FT | PT | FT | PT |
| Full Time/ Part Time | | | | | | | | |
| Medical Insurance | 47 | 0 | 40 | 0 | 0 | 0 | 7 | 13 |
| Dental Insurance | 47 | 0 | 40 | 0 | 0 | 0 | 7 | 13 |
| Vision Insurance | 27 | 0 | 40 | 0 | 0 | 0 | 27 | 13 |
| Life Insurance | 33 | 0 | 40 | 0 | 0 | 0 | 20 | 13 |
| Sick Leave | 33 | 0 | 40 | 0 | 0 | 0 | 13 | 13 |
| Vacation | 47 | 0 | 40 | 0 | 0 | 0 | 7 | 13 |
| Retirement Plan | 20 | 0 | 67 | 0 | 0 | 0 | 7 | 13 |
| Child Care | 0 | 0 | 0 | 0 | 0 | 0 | 93 | 13 |
| Other | 7 | 0 | 0 | 0 | 0 | 0 | 87 | 13 |

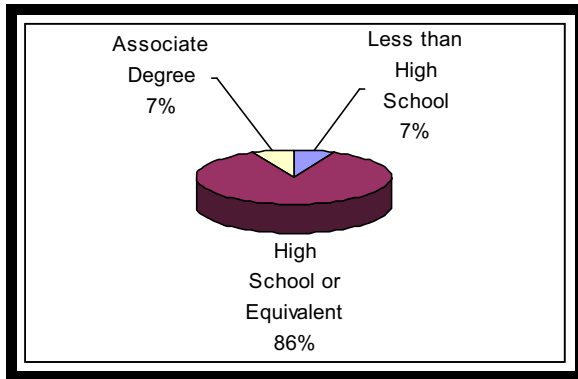
All data is based on the percentages of employers responding to the question

RECEPTIONISTS and INFORMATION CLERKS

EMPLOYER REQUIREMENTS

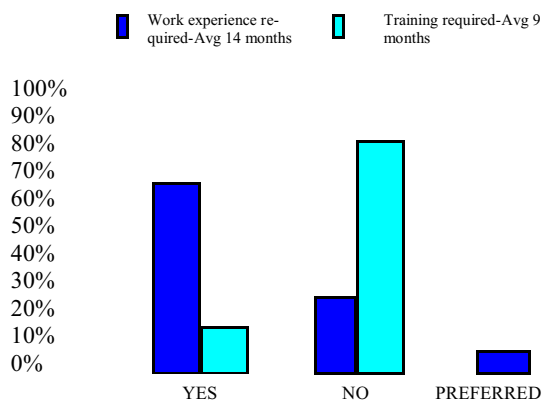
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

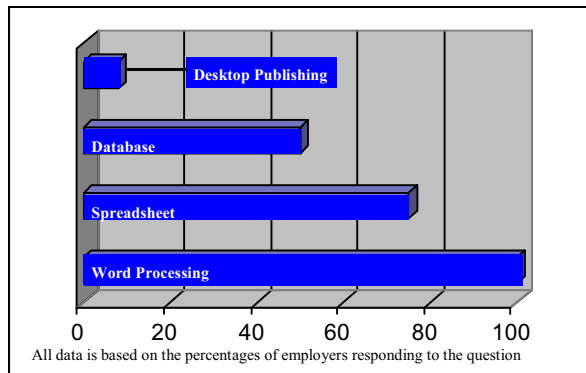
Few (13%) firms require technical and/or vocational training averaging 9 months. Most (73%) employers allow 10 months training to substitute for work experience. Most (67%) employers require work experience with an average of 14 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers prefer applicants with word processing, spreadsheet, database, and desktop publishing skills.



SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Public contact skills
- Telephone answering skills
- Ability to operate a multi-line command phone center
- Ability to use word processing software
- Ability to read and follow instructions

OTHER INFORMATION

Of the 15 firms that responded, 100% were non-union.

Hours: Almost all (82%) employees work full-time averaging 39 hours per week. A few (13%) employees work part-time averaging 20 hours per week or temporary/on-call averaging 30 hours per week.

Shifts: All employers (100%) reported having employees working day shifts. Few (7%) employers reported having 12-hour shifts. Graveyard shifts were not reported.

Promotional Opportunities:

Employers reported promoting to occupations such as: Administration and management.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

REGISTERED NURSES

OES CODE 325020

Alternate Job Titles: Staff Nurse I,II,III

15 Firms responding with 2,716 employees total

DESCRIPTION

Registered Nurses administer nursing care to ill or injured persons. This group includes administrative, public health, industrial, private duty, and surgical nurses. Licensing or registration is required. Does not include Nursing Instructors and Teachers.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Very Large 4,740 and above

Gender Breakdown: 91% Female 9% Male

SUPPLY AND DEMAND

Experienced: Very Difficult-Employer demand is greater than supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. This means that qualified applicants encounter no competition in their job search.

Inexperienced: No data available

The turnover for this occupation for the past 12 months is 20.7%.

RECRUITMENT

| | |
|------------------------------|-----|
| In-House Promotions | 7% |
| Employee Referrals | 80% |
| Newspaper Ads | 60% |
| Private Employment Agencies | 0% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 13% |
| Union Hall Referrals | 7% |
| Walk-in Applicants | 13% |
| Trade Journals | 13% |
| Internet | 47% |
| Colleges/Universities | 0% |
| Other (Word of Mouth) | 60% |

WHERE THE JOBS ARE

- Offices and Clinics of Medical Doctors
- Nursing and Personal Care Facilities
- Hospitals

PROJECTIONS:

Last 12 months: 53% of employers indicated they had growth in this occupation.

Next 24 months: 53% of employers anticipate growth in this occupation's employment level.

Growth Rate: 13.1% Slower than Average

WAGES AND BENEFITS

| Wages-Union | Range | | Median |
|-----------------------------|-------------------|---------|---------|
| Entry Level/ No experience | Insufficient Data | | |
| Experienced/New to firm | \$24.00 | \$35.00 | \$27.01 |
| 3+ yrs experience with firm | \$28.00 | \$30.00 | \$29.44 |
| Wages –Non Union | Range | | Median |
| Entry Level/ No experience | Insufficient Data | | |
| Experienced/New to firm | \$27.00 | \$30.00 | \$30.00 |
| 3+ yrs experience with firm | \$30.00 | \$35.00 | \$33.00 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| Full Time/ Part Time | FT | PT | FT | PT | FT | PT | FT | PT |
| Medical Insurance | 87 | 40 | 13 | 33 | 0 | 0 | 0 | 13 |
| Dental Insurance | 87 | 40 | 7 | 33 | 0 | 0 | 7 | 13 |
| Vision Insurance | 80 | 40 | 7 | 33 | 0 | 0 | 13 | 13 |
| Life Insurance | 80 | 40 | 13 | 33 | 0 | 0 | 7 | 13 |
| Sick Leave | 80 | 40 | 13 | 33 | 0 | 0 | 7 | 13 |
| Vacation | 93 | 40 | 7 | 33 | 0 | 0 | 0 | 13 |
| Retirement Plan | 53 | 27 | 33 | 33 | 0 | 0 | 13 | 27 |
| Child Care | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 87 |
| Other | 13 | 13 | 0 | 0 | 0 | 0 | 80 | 73 |

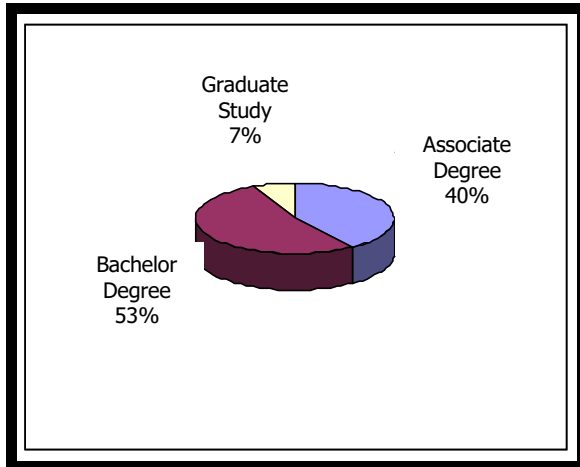
All data is based on the percentages of employers responding to the question

REGISTERED NURSES

EMPLOYER REQUIREMENTS

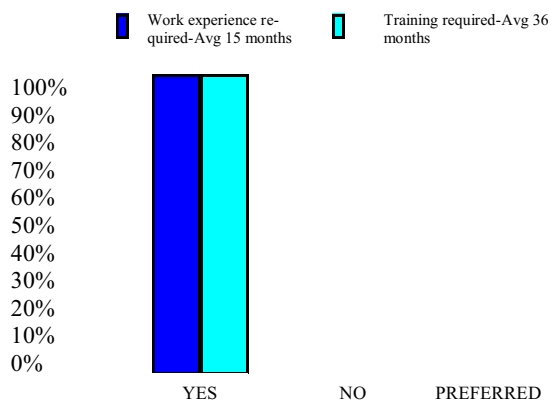
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

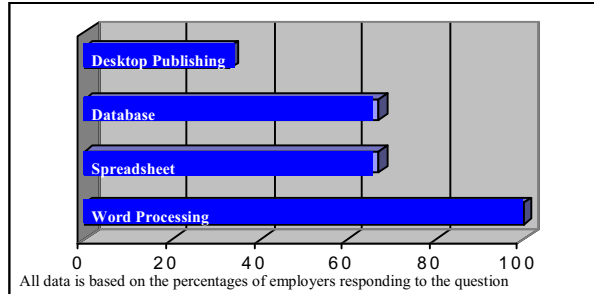
All firms (100%) require technical and/or vocational training averaging 36 months. A few (7%) firms allow 24 months training to substitute for work experience. Almost all (93%) firms require work experience with an average of 15 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers prefer applicants with desktop publishing, database, spreadsheet and word processing skills.



All data is based on the percentages of employers responding to the question

SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Ability to work under pressure
- Public contact skills
- Ability to provide personal service to patients
- Intensive care treatment skills
- Ability to plan and organize the work of others
- Oral communication skills
- Registered Nursing Certification

OTHER INFORMATION

Of the 15 firms that responded, 40% were union while 60% were non-union.

Hours: Some (37%) employees work full-time averaging 40 hours per week. Many (42%) employees work part-time averaging 28 hours per week. Some (21%) employees work temporary/on-call averaging of 14 hours per week.

Shifts: All (100%) employers reported having day shifts. Many (53%) employers reported having employees working swing shifts. Most (60%) employers reported having graveyard shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: Charge Nurse, Manager, and Director.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

SALES AGENTS (SECURITIES, COMMODITIES, AND FINANCIAL SERVICES)

OES CODE: 430140

15 Firms responding with 163 employees total

Alternate Job Titles: Bankers, Director of Accounting, Financial Advisor

DESCRIPTION

Securities, Commodities, and Financial Services Sales Agents buy and sell securities upon customers' requests, or call upon businesses and individuals to sell financial services for banks and savings and loan associations. They advise securities customers about such things as stocks, bonds, and market conditions, and provide financial services such as loan, tax, and securities counseling.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Small Less than 1,094

Gender Breakdown: 40% Female 60% Male

SUPPLY AND DEMAND

Experienced: Moderately Difficult—Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

Inexperienced: Moderately Difficult—Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

The turnover for this occupation for the past 12 months is 2.2%.

RECRUITMENT

| | |
|------------------------------|-----|
| In-House Promotions | 20% |
| Employee Referrals | 87% |
| Newspaper Ads | 40% |
| Private Employment Agencies | 20% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 0% |
| Union Hall Referrals | 0% |
| Walk-in Applicants | 20% |
| Trade Journals | 0% |
| Internet | 47% |
| Colleges/Universities | 13% |
| Other (Word of Mouth) | 53% |

WHERE THE JOBS ARE:

- Commercial Banks
- Mortgage Bankers and Brokers
- Securities Brokers and Dealers

PROJECTIONS:

Last 12 months: 60% of employers indicated they had a growth in this occupation-7% reported a decline.

Next 24 months: 67% of employers anticipate growth in this occupation's employment level.

Growth Rate: 114.50% Much Faster than Average

WAGES AND BENEFITS

| Wages-Non-Union | Range | | Median |
|-----------------------------|---------|---------|---------|
| Entry Level/ No experience | \$11.51 | \$19.18 | \$12.95 |
| Experienced/New to firm | \$9.00 | \$31.16 | \$16.78 |
| 3+ yrs experience with firm | \$16.30 | \$47.95 | \$30.21 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| | FT | PT | FT | PT | FT | PT | FT | PT |
| Full Time/ Part Time | | | | | | | | |
| Medical Insurance | 53 | 0 | 40 | 0 | 0 | 0 | 7 | 7 |
| Dental Insurance | 53 | 0 | 40 | 0 | 0 | 0 | 7 | 7 |
| Vision Insurance | 53 | 0 | 40 | 0 | 0 | 0 | 7 | 7 |
| Life Insurance | 53 | 0 | 40 | 0 | 0 | 0 | 7 | 7 |
| Sick Leave | 87 | 0 | 0 | 0 | 0 | 0 | 13 | 7 |
| Vacation | 93 | 0 | 0 | 0 | 0 | 0 | 7 | 7 |
| Retirement Plan | 20 | 0 | 60 | 0 | 0 | 0 | 20 | 7 |
| Child Care | 0 | 0 | 0 | 0 | 93 | 0 | 7 | 7 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 7 |

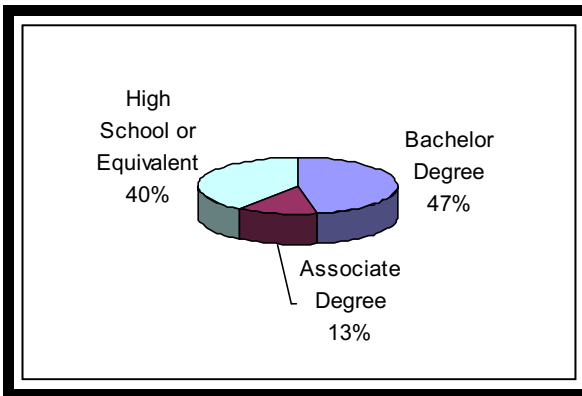
All data is based on the percentages of employers responding to the question

SALES AGENTS (SECURITIES, COMMODITIES, AND FINANCIAL SERVICES)

EMPLOYER REQUIREMENTS

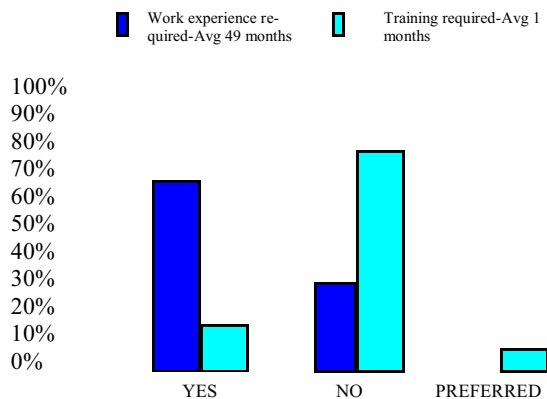
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

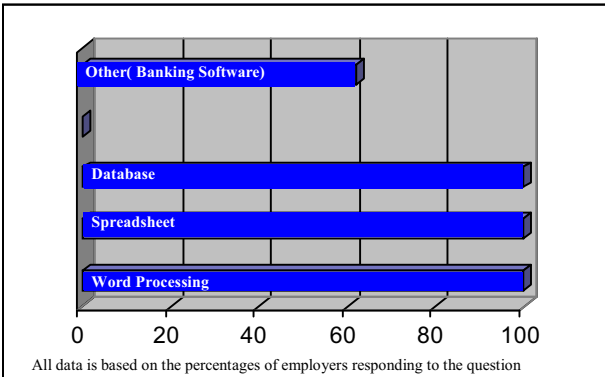
Few (13%) firms require technical and/or vocational training averaging 5 months. Few (10%) employers allow 1 month of training to substitute for work experience. Most (67%) employers require work experience with an average of 49 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers reported a preference for applicants with word processing, spreadsheet, database, and banking software skills.



All data is based on the percentages of employers responding to the question

SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Public contact skills
- Ability to apply sales techniques
- Verbal presentation skills
- Business math skills

OTHER INFORMATION

Of the 15 firms that responded, 100% of were non-union.

Hours: Almost all (97%) employees work full-time averaging 40 hours. Few (3%) employees work part-time averaging 20 hours per week.

Shifts: All (100%) employers reported having employees working day shifts. Few (7%) employers reported having swing shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: General Manager, Sales Manager, Director, District Manager, Vice President, and Senior Financial Advisor.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

TEACHERS-SECONDARY SCHOOL

OES CODE: 313080

15 Firms responding with 2,034 employees total

Alternate Job Titles: Classroom Teacher,
High School Teacher

DESCRIPTION

Secondary School Teachers instruct students in public or private high schools in one or more subjects, such as English, mathematics, or social studies. Included is vocational high school teachers. Not included is special education teachers who teach only students with disabilities.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Very Large 4,740 and above

Gender Breakdown: 69% Female 31% Male

SUPPLY AND DEMAND

Experienced: Very Difficult-Demand is considerably greater than the supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. Qualified applicants encounter no competition in their job search.

Inexperienced: Very Difficult-Demand is considerably greater than the supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. Qualified applicants encounter no competition in their job search.

The turnover for this occupation for the past 12 months is 11.1%.

RECRUITMENT

| | |
|------------------------------|-----|
| In-House Promotions | 7% |
| Employee Referrals | 20% |
| Newspaper Ads | 53% |
| Private Employment Agencies | 13% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 13% |
| Union Hall Referrals | 0% |
| Walk-in Applicants | 13% |
| Trade Journals | 7% |
| Internet | 60% |
| Colleges/Universities | 60% |
| Other (Word of Mouth) | 53% |

WHERE THE JOBS ARE

Elementary and secondary schools

PROJECTIONS:

Last 12 months: 47% of employers indicated they had growth in this occupation-7% reported a decline.

Next 24 months: 67% of employers anticipate growth in this occupation's employment level.

Growth Rate: 10.3% Slower than Average

WAGES AND BENEFITS

| Union Wages | Range | | Median |
|-----------------------------|---------|---------|---------|
| Entry Level/ No experience | \$16.30 | \$25.50 | \$20.27 |
| Experienced/New to firm | \$17.26 | \$27.23 | \$20.61 |
| 3+ yrs experience with firm | \$18.70 | \$31.20 | \$23.41 |
| Non-Union Wages | Range | | Median |
| Entry Level/ No experience | No Data | | |
| Experienced/New to firm | \$16.78 | \$25.00 | \$17.43 |
| 3+ yrs experience with firm | \$17.67 | \$28.00 | \$20.14 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| | FT | PT | FT | PT | FT | PT | FT | PT |
| Full Time/ Part Time | | | | | | | | |
| Medical Insurance | 53 | 40 | 27 | 27 | 13 | 13 | 7 | 13 |
| Dental Insurance | 67 | 53 | 20 | 20 | 7 | 7 | 7 | 13 |
| Vision Insurance | 53 | 40 | 20 | 20 | 13 | 13 | 13 | 20 |
| Life Insurance | 47 | 33 | 13 | 13 | 13 | 13 | 27 | 33 |
| Sick Leave | 73 | 60 | 13 | 13 | 7 | 7 | 7 | 13 |
| Vacation | 40 | 27 | 13 | 13 | 13 | 13 | 33 | 40 |
| Retirement Plan | 27 | 27 | 60 | 47 | 13 | 13 | 0 | 7 |
| Child Care | 7 | 7 | 0 | 0 | 53 | 40 | 40 | 47 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 93 |

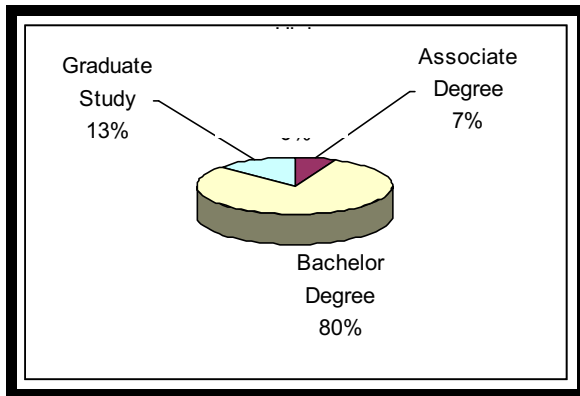
All data is based on the percentages of employers responding to the question

TEACHERS-SECONDARY SCHOOL

EMPLOYER REQUIREMENTS

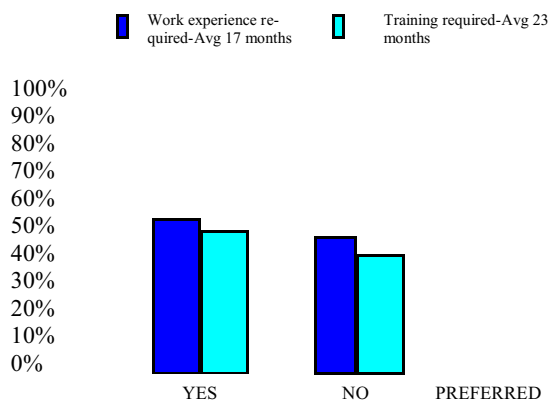
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

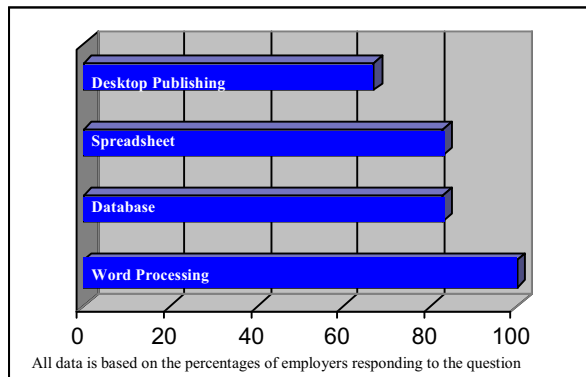
Most (60%) firms require technical and/or vocational training averaging 23 months. Most (50%) employers allow 21 months training to substitute for work experience. Some (53%) employers require work experience with an average of 17 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers reported a preference for applicants with word processing, spreadsheet, database, and desktop publishing skills.



All data is based on the percentages of employers responding to the question

SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Ability to work independently
- Ability to exercise patience
- Possession of a clean police record
- Possession of a state teachers' certificate
- Classroom management skills

OTHER INFORMATION

Of the 15 firms that responded, 67% were union and 33% were non-union.

Hours: Almost all (91%) employees work full-time averaging 38 hours. Few (9%) employees work part-time averaging 20 hours per week.

Shifts: All (100%) employers reported having employees working day shifts. No employer reported having swing or graveyard shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: Administration, Chair, Assistant Principal, Principal, Program Manager, Department Head, and Coordinator.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

TELEMARKETERS, NEWS and STREET VENDORS, TELEPHONE SOLICITORS, DOOR- to-DOOR SALES, and OTHER RELATED WORKERS

OES CODE: 490260

Alternate Job Titles: Sales, Marketing

5 Firms responding with 64 employees total

DESCRIPTION

Telemarketers, News and Street Vendors, Telephone Solicitors, Door-to-Door Sales Workers and Other Related Workers deliver newspapers to subscribers; solicit orders for merchandise or service over telephone; or sell products, such as food and jewelry on the street, door-to-door, or at places of recreation and amusement.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Large 2,188-4,739
Gender Breakdown: 67% Female 33% Male

SUPPLY AND DEMAND

Experienced: Very Difficult-Demand is considerably greater than the supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. Qualified applicants encounter no competition in their job search.

Inexperienced: Very Difficult-Demand is considerably greater than the supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. Qualified applicants encounter no competition in their job search.

The turnover for this occupation for the past 12 months is 474.6%.

RECRUITMENT

| | |
|------------------------------|-----|
| In-House Promotions | 20% |
| Employee Referrals | 40% |
| Newspaper Ads | 80% |
| Private Employment Agencies | 20% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 20% |
| Union Hall Referrals | 0% |
| Walk-in Applicants | 20% |
| Trade Journals | 0% |
| Internet | 80% |
| Colleges/Universities | 0% |
| Other (Word of Mouth) | 20% |

WHERE THE JOBS ARE

- Professional and Commercial Equipment
- Non-store Retailers
- Computer and Data Processing Services
- Misc. Business Services
- Producers, Orchestras, Entertainers

PROJECTIONS:

Last 12 months: 40% of employers indicated they had growth in this occupation-20% reported a decline.

Next 24 months: 40% of employers anticipate growth in this occupation's employment level.

Growth Rate: 67.2% Much Faster than Average

WAGES AND BENEFITS

| Wages-Non-Union | Range | | Median |
|-----------------------------|--------|---------|---------|
| Entry Level/ No experience | \$6.50 | \$9.00 | \$7.75 |
| Experienced/New to firm | \$6.50 | \$28.77 | \$10.00 |
| 3+ yrs experience with firm | \$6.50 | \$28.77 | \$20.00 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| | FT | PT | FT | PT | FT | PT | FT | PT |
| Full Time/ Part Time | | | | | | | | |
| Medical Insurance | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 40 |
| Dental Insurance | 40 | 0 | 0 | 0 | 0 | 0 | 20 | 40 |
| Vision Insurance | 40 | 0 | 0 | 0 | 0 | 0 | 20 | 40 |
| Life Insurance | 40 | 0 | 0 | 0 | 0 | 0 | 20 | 40 |
| Sick Leave | 60 | 20 | 0 | 0 | 0 | 0 | 0 | 20 |
| Vacation | 60 | 20 | 0 | 0 | 0 | 0 | 0 | 20 |
| Retirement Plan | 20 | 20 | 40 | 0 | 0 | 0 | 0 | 20 |
| Child Care | 0 | 0 | 0 | 0 | 60 | 0 | 0 | 40 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 60 | 40 |

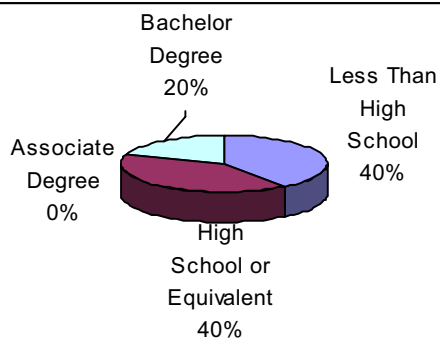
All data is based on the percentages of employers responding to the question

TELEMARKETERS, NEWS and STREET VENDORS, TELEPHONE SOLICITORS, DOOR-to-DOOR SALES, and OTHER RELATED WORKERS

EMPLOYER REQUIREMENTS

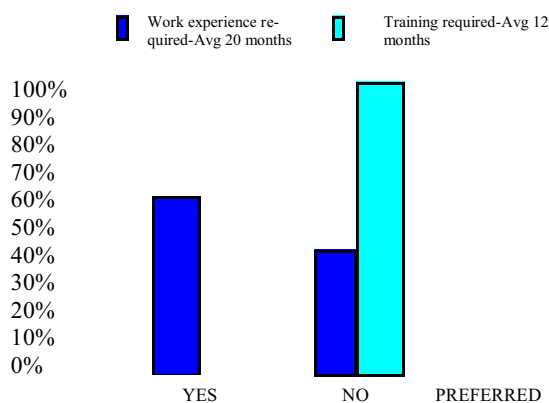
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

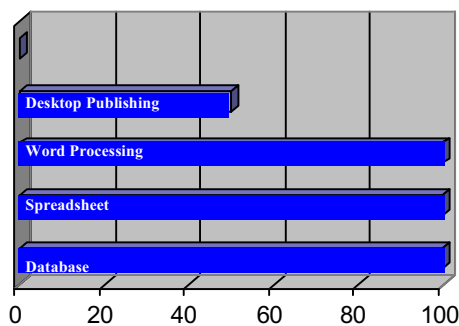
No firms require technical and/or vocational training. Most (67%) employers allow 12 months training to substitute for work experience. Most (60%) employers require work experience with an average of 20 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers reported a preference for applicants with word processing, spreadsheet, database, and desktop publishing skills.



All data is based on the percentages of employers responding to the question

SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Customer service skills
- Willingness to work with close supervision
- Sales skills
- Ability to read and follow directions

OTHER INFORMATION

Of the 5 firms that responded, 100% of the firms surveyed in this sample were non-union.

Hours: Many (44%) employees work full-time averaging 40 hours. Many (56%) employees work part-time averaging 20 hours per week.

Shifts: All (100%) employers reported having employees working day shifts. Few (20%) employers reported having swing shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: Supervisor, Assistant Supervisor, or Sales Manager.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

TRUCK DRIVERS-HEAVY OR TRACTOR TRAILER

OES CODE: 971020

15 Firms responding with 606 employees total

Alternate Job Titles: Drivers/Operators

DESCRIPTION

Heavy or Tractor Trailer Truck Drivers drive tractor-trailer combinations or trucks with a capacity of more than three tons to transport and deliver goods, live-stock, or materials in liquid, loose or packaged form. They may be required to unload trucks.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Very Large 4,740 and Above

Gender Breakdown: 2% Female 98% Male

SUPPLY AND DEMAND

Experienced: Very difficult-Demand is considerably greater than supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. Qualified applicants encounter no competition in their job search.

Inexperienced: Very difficult-Demand is considerably greater than supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. Qualified applicants encounter no competition in their job search.

The turnover rate for this occupation for the past 12 months is 12.3%.

RECRUITMENT

| | |
|------------------------------|-----|
| In-House Promotions | 13% |
| Employee Referrals | 53% |
| Newspaper Ads | 67% |
| Private Employment Agencies | 7% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 7% |
| Union Hall Referrals | 20% |
| Walk-in Applicants | 13% |
| Trade Journals | 0% |
| Internet | 27% |
| Colleges/Universities | 0% |
| Other (Word of Mouth) | 93% |

WHERE THE JOBS ARE

Sand and Gravel, Bakery Products, Concrete, Gypsum and Plaster Products, Trucking and Courier Services, Groceries and Related Products, Air Transportation (scheduled), Motor Vehicles (parts and supplies), Paper and Paper Products, Grocery Stores, Eating and Drinking places. Local Government excluding hospitals and education.

PROJECTIONS:

Last 12 months: 33% of employers indicated they had growth in this occupation-7% reported a decline.

Next 24 months: 33% of employers anticipate growth in this occupation's employment level.

Growth Rate: 27.8% Faster than Average

WAGES AND BENEFITS

| Wages-Union | Range | | Median |
|-----------------------------|-------------------|---------|---------|
| Entry Level/ No experience | Insufficient Data | | |
| Experienced/New to firm | \$14.00 | \$19.00 | \$16.50 |
| 3+ yrs experience with firm | \$16.70 | \$25.00 | \$20.25 |
| Wages-Non Union | Range | | Median |
| Entry Level/ No experience | Insufficient Data | | |
| Experienced/New to firm | \$10.00 | \$19.18 | \$13.00 |
| 3+ yrs experience with firm | \$12.00 | \$21.35 | \$17.50 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| | FT | PT | FT | PT | FT | PT | FT | PT |
| Full Time/ Part Time | | | | | | | | |
| Medical Insurance | 87 | 0 | 13 | 0 | 0 | 0 | 0 | 13 |
| Dental Insurance | 80 | 0 | 13 | 0 | 0 | 0 | 7 | 13 |
| Vision Insurance | 80 | 0 | 7 | 0 | 0 | 0 | 13 | 13 |
| Life Insurance | 73 | 0 | 7 | 0 | 0 | 0 | 20 | 13 |
| Sick Leave | 87 | 0 | 7 | 0 | 0 | 0 | 7 | 13 |
| Vacation | 93 | 0 | 7 | 0 | 0 | 0 | 0 | 13 |
| Retirement Plan | 80 | 0 | 33 | 0 | 0 | 0 | 7 | 13 |
| Child Care | 7 | 0 | 13 | 0 | 0 | 0 | 80 | 13 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 13 |

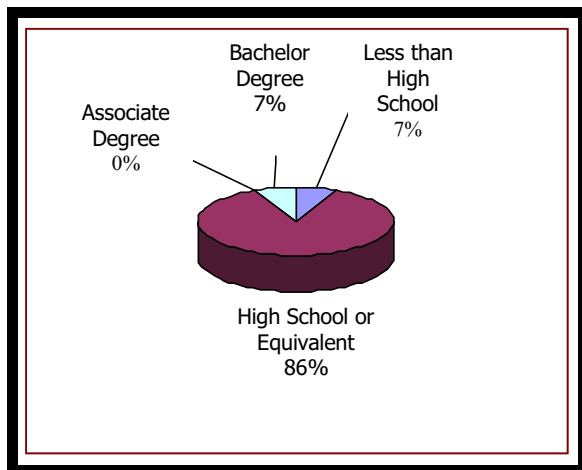
All data is based on the percentages of employers responding to the question

TRUCK DRIVERS-HEAVY OR TRACTOR TRAILER

EMPLOYER REQUIREMENTS

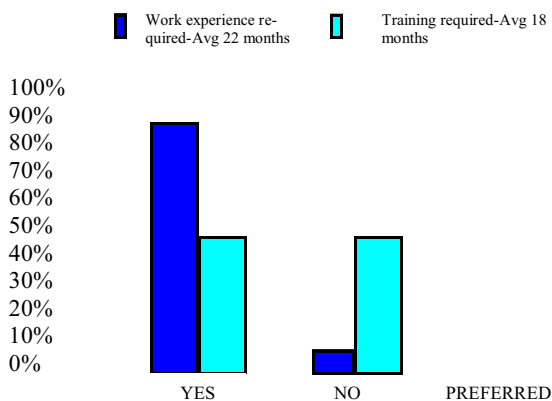
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

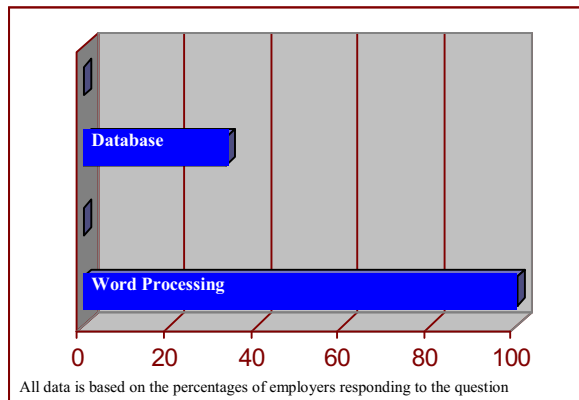
Many (47%) firms require technical and/or vocational training averaging 18 months. Many (50%) employers allow 8 months training to substitute for work experience. Almost all (87%) employers require work experience with an average of 22 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers prefer applicants with word processing and database skills.



SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Possession of a good DMV driving record
- Possession of a valid Class A driver's license
- Ability to operate a fork lift
- Ability to load and unload freight
- Map reading

OTHER INFORMATION

Of the 15 firms that responded, 40% were union and 60% were non-union.

Hours: Almost all (98%) employees work full-time averaging 40 hours per week. Few (2%) employees work part-time averaging 18 hours per week.

Shifts: All (100%) employers reported having employees working day shifts. Many (40%) employers reported having swing and graveyard shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: Sales, Operations, Shipping/Warehouse Supervisor, Dispatcher, Dock Foreman, and Scheduler.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

VOCATIONAL and EDUCATIONAL COUNSELORS

OES CODE: 315140

16 Firms responding with 129 employees total

Alternate Job Titles: Employment Counselor,
Career Counselor, Job Developer, Job Coach

DESCRIPTION

Vocational and Educational Counselors counsel individuals and provide group educational and vocational guidance services.

EMPLOYMENT TRENDS

SIZE OF OCCUPATION

Occupation Size: Medium 1,094-2,187

Gender Breakdown: 29% Female 71% Male

SUPPLY AND DEMAND

Experienced: Moderately Difficult– Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

Inexperienced: Moderately Difficult– Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times. Qualified applicants encounter little competition in their job search.

The turnover for this occupation for the past 12 months is 8.6%.

RECRUITMENT

| | |
|------------------------------|-----|
| In-House Promotions | 56% |
| Employee Referrals | 19% |
| Newspaper Ads | 69% |
| Private Employment Agencies | 6% |
| Employment Development Dept. | 0% |
| School, Program Referrals | 13% |
| Union Hall Referrals | 0% |
| Walk-in Applicants | 0% |
| Trade Journals | 13% |
| Internet | 56% |
| Colleges/Universities | 6% |
| Other (Word of Mouth) | 63% |

WHERE THE JOBS ARE

- Elementary and secondary schools
- Colleges and Universities
- State Government., except hospitals and education

PROJECTIONS:

Last 12 months: 25% of employers indicated growth in this occupation-6% reported a decline.

Next 24 months: 31% of employers anticipate growth in this occupation's employment level.

Growth Rate: 18% Slower than Average

WAGES AND BENEFITS

| Wages-Union | Range | | Median |
|-----------------------------|-------------------|---------|---------|
| Entry Level/ No experience | Insufficient Data | | |
| Experienced/New to firm | \$15.17 | \$31.96 | \$17.84 |
| 3+ yrs experience with firm | \$19.35 | \$37.08 | \$21.10 |
| Wages-Non-Union | Range | | Median |
| Entry Level/ No experience | Insufficient Data | | |
| Experienced/New to firm | \$10.00 | \$19.18 | \$14.38 |
| 3+ yrs experience with firm | \$13.42 | \$26.00 | \$16.78 |

BENEFITS:

| | Em- ployer Pays All | | Share cost | | Em- ployee Pays All | | Not Provided | |
|-------------------------|---------------------------|----|---------------|----|---------------------------|----|-----------------|----|
| Full Time/ Part Time | FT | PT | FT | PT | FT | PT | FT | PT |
| Medical Insurance | 69 | 25 | 13 | 0 | 6 | 0 | 0 | 0 |
| Dental Insurance | 69 | 25 | 13 | 0 | 6 | 0 | 0 | 0 |
| Vision Insurance | 56 | 25 | 6 | 0 | 13 | 0 | 13 | 0 |
| Life Insurance | 69 | 25 | 0 | 0 | 6 | 0 | 13 | 0 |
| Sick Leave | 75 | 25 | 6 | 0 | 6 | 0 | 0 | 0 |
| Vacation | 75 | 25 | 6 | 0 | 6 | 0 | 0 | 0 |
| Retirement Plan | 19 | 19 | 56 | 6 | 13 | 0 | 0 | 0 |
| Child Care | 0 | 0 | 0 | 0 | 81 | 13 | 6 | 13 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 88 | 25 |

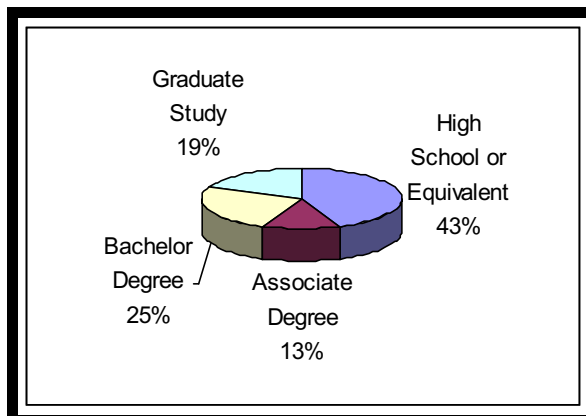
All data is based on the percentages of employers responding to the question

VOCATIONAL and EDUCATIONAL COUNSELORS

EMPLOYER REQUIREMENTS

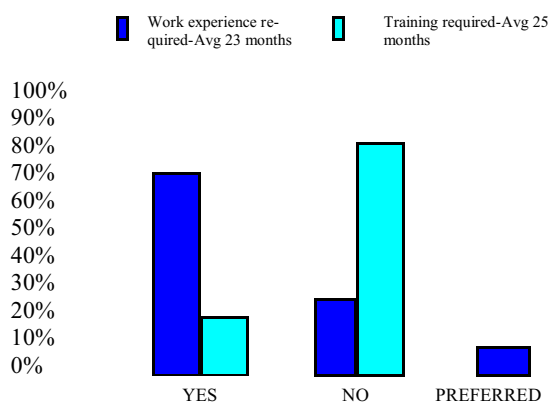
EDUCATION

Employers reported the following education requirements:



TRAINING AND EXPERIENCE

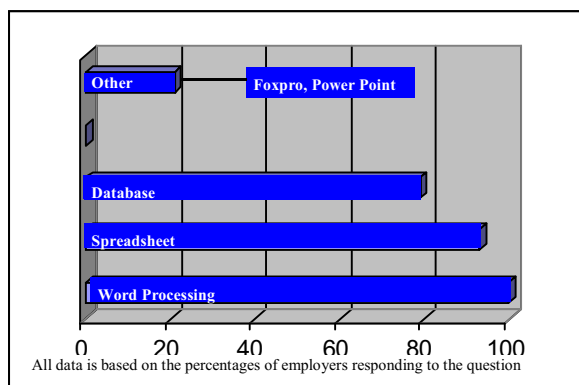
Few (19%) firms require technical and/or vocational training averaging 18 months. Many (58%) employers allow 25 months training to substitute for work experience. Most employers (69%) require work experience with an average of 23 months.



All data is based on the percentages of employers responding to the question

COMPUTER SOFTWARE SKILLS

Employers prefer applicants with word processing, spreadsheet, database, desktop publishing, and other computer skills.



All data is based on the percentages of employers responding to the question

SKILLS, LICENSES, OR OTHER REQUIREMENTS

- Ability to apply vocational skills assessment tools and techniques
- Ability to analyze labor market information
- Record keeping skills
- Ability to read and follow instructions
- Oral communication skills

OTHER INFORMATION

Of the 16 firms that responded 31% were union and 69% were non-union.

Hours: Almost all (81%) employees work full-time averaging 40 hour weeks. A few (19%) employees work part-time averaging 20 hours per week.

Shifts: All (100%) employers reported having employees working day shifts. Few (13%) employers reported having swing shifts.

Promotional Opportunities:

Employers reported promoting to occupations such as: Director, Rehabilitation Supervisor, Administration, Head Counselor, and Placement Supervisor.

TRAINING PROVIDERS

Please see Appendix A for training information for this occupation.

The CCOIS Questionnaire

THE CCOIS QUESTIONNAIRE

ALL RESPONSES ARE KEPT STRICTLY CONFIDENTIAL

Whom should we contact with any further questions?

Name: _____

Position: _____

Phone: _____ Fax: _____

| | | |
|--|---|------------------------------------|
| Occupation: _____ | | |
| Does your firm employ any individual performing the duties in the occupation described above? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes , please complete this survey for the occupation described. If no , please return this questionnaire to the above address. If your firm has multiple locations, please confine your answers to locations in your county . | | |
| 1. What job title(s) does your firm use for these duties ? | Job Title(s): _____ | |
| 2. a. How many employees does your firm currently have in this occupation ? | Number of Employees: _____ | |
| b. In this occupation , how many are: | Number of Males: _____ | Number of Females: _____ |
| c. In this occupation , how many current employees are there; and on average, how many weekly hours do they work? | | |
| Regular, Full Time: | Number of Employees: _____ | Average Weekly Hours Worked: _____ |
| Regular, Part Time: | Number of Employees: _____ | Average Weekly Hours Worked: _____ |
| Temporary/On Call: | Number of Employees: _____ | Average Weekly Hours Worked: _____ |
| Seasonal: | Number of Employees: _____ | Average Weekly Hours Worked: _____ |
| 3. In your firm, what shifts are available for this occupation ? (check all that apply) | <input type="checkbox"/> Day <input type="checkbox"/> Swing <input type="checkbox"/> Graveyard <input type="checkbox"/> Other: Please specify _____ | |
| 4. Has your firm hired in this occupation within the last 12 months? | <input type="checkbox"/> Yes <input type="checkbox"/> No | |
| If yes, how many were hired to fill: | | |
| vacancies resulting from promotions within your firm? | | _____ |
| vacancies resulting from people in permanent positions leaving your firm? | | _____ |
| new permanent positions resulting from growth? | | _____ |
| temporary, on call, or seasonal positions? | | _____ |
| 5. a. During the last 12 months, did your firm's employment in this occupation : (Check one) | <input type="checkbox"/> Decline <input type="checkbox"/> Remain Stable <input type="checkbox"/> Grow | |
| b. Over the next 24 months, do you expect your firm's employment in this occupation to: (Check one) | <input type="checkbox"/> Decline <input type="checkbox"/> Remain Stable <input type="checkbox"/> Grow | |
| 6. When you hire applicants for this occupation , is prior experience in this occupation required? If yes or preferred , how much experience in this occupation is required/preferred? Is experience in other occupations accepted? | <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not required, but preferred _____ (months) <input type="checkbox"/> Yes <input type="checkbox"/> No Please specify below: Occupation: _____ (months) | |
| 7. If prior experience is required when you hire applicants for this occupation , please indicate how difficult it is for your firm to find fully qualified applicants. (Circle one) | | |
| Not Difficult 1 2 3 4 Difficult | | |
| 8. If prior experience is <u>not</u> required when you hire applicants for this occupation , please indicate how difficult it is for your firm to find qualified applicants. (Circle one) | | |
| Not Difficult 1 2 3 4 Difficult | | |

THE CCOIS USER SURVEY

Your Opinion Counts...

As a reader of the information contained in this report, your participation in completing the survey enclosed with this publication is appreciated. Your response will help us ensure that this publication continues to meet the needs of our customers.

Thank you.

To order additional publications or for more information, contact:

Employment Development Department
Labor Market Information Division
7000 Franklin Boulevard, Suite 1100
Sacramento, CA 95823-1820
916-262-2162
www.calmis.ca.gov



OCCUPATIONS SURVEYED

SINCE 1992 - Sorted by Year and Occupation Name

| <u>Year</u> | <u>OCCUPATION</u> |
|--------------------|--|
| 1992 | AIRCRAFT ENGINE SPECIALISTS AIRCRAFT MECHANICS BIOLOGICAL, AGRICULTURAL, AND FOOD TECHNICIANS AND TECHNOLOGISTS - EXCEPT HEALTH BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS, INCLUDING BOOKKEEPERS CHEMICAL TECHNICIANS AND TECHNOLOGISTS - EXCEPT MEDICAL AND CLINICAL ELECTRICAL AND ELECTRONIC ENGINEERING TECHNICIANS AND TECHNOLOGISTS FIREFIGHTERS HEATING, AIR CONDITIONING, AND REFRIGERATION MECHANICS AND INSTALLERS LEGAL SECRETARIES MACHINISTS MEDICAL AND CLINICAL LABORATORY ASSISTANTS NURSE AIDES PARALEGAL PERSONNEL PLUMBERS, PIPEFITTERS, AND STEAMFITTERS RECEPTIONISTS AND INFORMATION CLERKS SHEET METAL WORKERS SURGICAL TECHNICIANS |
| 1993 | BILL AND ACCOUNT COLLECTORS BUS AND TRUCK MECHANICS AND DIESEL ENGINE SPECIALISTS CARPENTERS CASHIERS COMPUTER OPERATORS COMPUTER PROGRAMMERS, INCLUDING AIDES DATA PROCESSING EQUIPMENT REPAIRERS FOOD PREPARATION WORKERS FOOD SERVICE MANAGERS GUARDS AND WATCH GUARDS HOME HEALTH CARE WORKERS INSTRUCTIONAL AIDES LICENSED VOCATIONAL NURSES LODGING MANAGERS MEDICAL ASSISTANTS NUMERICAL-CONTROL MACHINE-TOOL OPERATORS AND TENDERS-METAL AND PLASTIC PHYSICAL THERAPY AIDES PHYSICAL THERAPY ASSISTANTS RADIOLOGIC TECHNOLOGISTS, DIAGNOSTIC SECRETARIES, GENERAL STOCK CLERKS - STOCKROOM, WAREHOUSE, STORAGE YARD TRAFFIC, SHIPPING, AND RECEIVING CLERKS TRUCK DRIVERS - HEAVY OR TRACTOR TRAILER TRUCK DRIVERS, LIGHT - INCLUDE DELIVERY AND ROUTE WORKERS |

| <u>Year</u> | <u>OCCUPATION</u> |
|--------------------|--|
| 1994 | AUTOMOTIVE BODY AND RELATED REPAIRERS AUTOMOTIVE MECHANICS BAKERS - BREAD AND PASTRY DENTAL ASSISTANTS DRAFTERS ELECTRICIANS ELECTRONIC HOME ENTERTAINMENT EQUIPMENT REPAIRERS EMERGENCY MEDICAL TECHNICIANS - I EMERGENCY MEDICAL TECHNICIANS - PARAMEDIC HAIRDRESSERS, HAIRSTYLISTS, AND COSMETOLOGISTS HUMAN SERVICE WORKERS LOAN AND CREDIT CLERKS MAINTENANCE REPAIRERS - GENERAL UTILITY MEDICAL SECRETARIES OFFSET LITHOGRAPHIC PRESS SETTERS AND SET-UP OPERATORS PERSONNEL CLERKS - EXCEPT PAYROLL AND TIMEKEEPING PHYSICAL THERAPISTS REGISTERED NURSES TELLERS |
| 1995 | ACCOUNTANTS AND AUDITORS ASSEMBLERS - ELECTRICAL AND ELECTRONIC EQUIPMENT - PRECISION BIOLOGICAL SCIENTISTS COMMUNICATIONS, TRANSPORTATION, AND UTILITIES OPERATIONS MANAGERS COMPUTER ENGINEERS CONCRETE AND TERRAZZO FINISHERS DATA ENTRY KEYERS - EXCEPT COMPOSING GENERAL OFFICE CLERKS INDUSTRIAL ENGINEERS - EXCEPT SAFETY JANITORS AND CLEANERS - EXCEPT MAIDS AND HOUSEKEEPING CLEANERS MACHINISTS MARKETING, ADVERTISING, AND PUBLIC RELATIONS MANAGERS NURSE AIDES PAINTERS, PAPERHANGERS - CONSTRUCTION AND MAINTENANCE RECREATION WORKERS SALES REPRESENTATIVES - EXCEPT SCIENTIFIC AND RELATED PRODUCTS AND SERVICES AND RETAIL SOCIAL WORKERS - MEDICAL AND PSYCHIATRIC TEACHERS - SECONDARY SCHOOL TYPISTS, INCLUDING WORD PROCESSING VOCATIONAL AND EDUCATIONAL COUNSELORS |
| 1996 | ADMINISTRATIVE SERVICES MANAGERS COUNTER AND RELATED CLERKS CREDIT CHECKERS EMPLOYMENT INTERVIEWERS - PRIVATE OR PUBLIC EMPLOYMENT SERVICES FINANCIAL MANAGERS FIRST LINE SUPERVISORS AND MANAGER/SUPERVISORS - PRODUCTION AND OPERATING WORKERS FLORAL DESIGNERS GARDENERS, GROUNDSKEEPERS, EXCEPT FARM |

Year**OCCUPATION**

GUARDS AND WATCH GUARDS
HAZARDOUS-WASTE MANAGEMENT SPECIALISTS
MOBILE HEAVY EQUIPMENT MECHANICS
MOTORCYCLE REPAIRERS
ORDER CLERKS - MATERIALS, MERCHANDISE, AND SERVICE
PEST CONTROLLERS AND ASSISTANTS
PHARMACY ASSISTANTS
PHOTOGRAPHERS
PLASTIC MOLDING AND CASTING MACHINE OPERATORS AND TENDERS
SURGICAL TECHNICIANS
TAXI DRIVERS AND CHAUFFEURS
TRAVEL AGENTS
VETERINARY TECHNICIANS AND TECHNOLOGISTS

1997

AUTOMOTIVE MECHANICS
CARPENTERS
CONSTRUCTION MANAGERS
ELECTRICIANS
FILM EDITORS
FOOD SERVICE MANAGERS
HELPERS-CARPENTERS AND RELATED
HOME HEALTH CARE WORKERS
HOTEL DESK CLERKS
HUMAN SERVICE WORKERS
LOAN OFFICERS AND COUNSELORS
LOCAL AREA NETWORK MANAGERS
MAIDS AND HOUSEKEEPING CLEANERS
MANAGEMENT ANALYSTS
OCCUPATIONAL THERAPISTS
OPTICIANS-DISPENSING AND MEASURING
PARALEGAL PERSONNEL
PAYROLL AND TIMEKEEPING CLERKS
PROPERTY AND REAL ESTATE MANAGERS AND ADMINISTRATORS
SOCIAL WORKERS-MEDICAL AND PSYCHIATRIC
SYSTEMS ANALYSTS-ELECTRONIC DATA PROCESSING
UNDERWRITERS
WAITERS AND WAITRESSES

1998

BAKERS – BREAD AND PASTRY
CHILD CARE WORKERS
COMPUTER PROGRAMMERS, INCLUDING AIDES
COOKS – RESTAURANT
DATA PROCESSING EQUIPMENT REPAIRERS
GENERAL MANAGERS AND TOP EXECUTIVES
HAZARDOUS MATERIAL REMOVAL WORKERS
HEATING, AIR CONDITIONING AND REFRIGERATION MECHANICS
AND INSTALLERS
INTERNET WEB SITE DESIGNERS/DEVELOPERS (WEBMASTERS)
MAINTENANCE REPAIRERS – GENERAL UTILITY
NETWORK CONTROL TECHNICIANS
PHARMACY TECHNICIANS
PHYSICAL THERAPY AIDES
RECEPTIONISTS AND INFORMATION CLERKS
REGISTERED NURSES
SALESPERSONS – RETAIL (EXCEPT VEHICLE SALES)

| <u>Year</u> | <u>OCCUPATION</u> |
|--------------------|---|
| | SECRETARIES, MEDICAL STOCK CLERKS – SALES FLOOR TRUCK DRIVERS – HEAVY OR TRACTOR TRAILER |
| 1999 | BILLING, COST AND RATE CLERKS ADMINISTRATIVE ASSISTANTS BOOKKEEPING, ACCOUNTING AND AUDITING CLERKS (INCLUDING BOOKKEEPERS) BUS AND TRUCK MECHANICS AND DIESEL ENGINE SPECIALISTS COMPUTER ENGINEERS COMPUTER SUPPORT SPECIALISTS COUNTER AND RENTAL CLERKS DENTAL ASSISTANTS DENTAL HYGIENIST GENERAL OFFICE CLERKS HAIRDRESSERS, HAIR STYLIST AND COSMETOLOGISTS LABORERS, LANDSCAPING AND GROUNDS KEEPING LEGAL SECRETARIES LICENSED VOCATIONAL NURSES MACHINISTS MEDICAL ASSISTANTS RESERVATION AND TRANSPORTATION TICKET AGENTS STOCK CLERKS, STOCKROOM WAREHOUSE AND STORAGE YARD TEACHERS – ELEMENTARY SCHOOL TEACHERS AND INSTRUCTORS – VOCATIONAL EDUCATION AND TRAINING TRAFFIC, SHIPPING AND RECEIVING CLERKS |
| 2000 | BILLING, COST AND RATE CLERKS ACCOUNTANTS AND AUDITORS ANNOUNCERS – RADIO AND TELEVISION BUTCHERS AND MEAT CUTTERS CASHIERS CLAIMS EXAMINERS – PROPERTY AND CASUALTY COMPUTER NETWORK TECHNICIANS CONSTRUCTION AND BUILDING INSPECTORS DATA ENTRY KEYERS DESKTOP PUBLISHING – GRAPHIC DESIGNERS DRAFTERS EVENTS AND MEETING PLANNERS FINANCIAL MANAGERS HOME HEALTH AIDES HOUSEKEEPING SUPERVISORS JANITORS AND CLEANERS LIBRARIANS – PROFESSIONALS LOCKSMITHS AND SAFE REPAIRERS MARKETING, ADVERTISING AND PUBLIC RELATIONS MANAGERS OPHTHALMIC LABORATORY AND FRAME TECHNICIANS RECREATION WORKERS TELLERS UPHOLSTERERS VETERINARY ASSISTANTS WELDERS AND CUTTERS |

Appendix A

TRAINING AND EDUCATION

This section provides a sample of the training programs, community colleges and universities available in Alameda County for the 25 occupations highlighted in this report. While we have made every effort to ensure that information is accurate and current, this information changes frequently. Readers are encouraged to contact the education and training providers directly to update information. The Employment Development Department (EDD) does not endorse the schools listed. Please note that training programs may change frequently and we recommend contacting the schools to verify the information listed in the profile.

Automotive Mechanics

Chabot College
College Of Alameda
Las Positas College
Mission Valley ROC/P
Oakland Institute Of Automotive
Sequoia Institute
Tri-Valley Regional Occupational Program
US Department Of Labor Apprenticeship

Brick Masons

North West Counties Tile Industry JATC
US Department Of Labor Apprenticeship

Carpenters

Construction Craft Training Center
Laney College
Mission Valley ROC/P
US Department Of Labor Apprenticeship

Combined Food Preparation and

Service Workers

Training is not provided within the county for this occupation

Computer Aided Design (CAD) Technicians

Alameda Computer Center
Chabot College
Eden Area Occupational Program
Eden Area Regional Occupational Program
Las Positas College
Mission Valley ROC/P
Silicon Valley College - Oakland
Silicon Valley College - Fremont
Tri-Valley Regional Occupational Program

Computer and Software Support Technician

California State University, Hayward
Computer Training Academy Inc.
Hayward Adult Education
Inter-City Services Inc.
ITT Technical Institute
Keller Graduate School Of Management
Laney College
Las Positas College
Mission Valley ROC/P
National Training Institute
School of Communication Electronics
Silicon Valley College - Oakland
Silicon Valley College - Fremont
Tri-Valley Regional Occupational Program
Unitex
University Of California Extension, Berkeley

Cost Estimators

University Of California Extension, Berkeley

Database Administrators

Albany Adult Education
Asian Neighborhood Design

Asians for Job Opportunities in The Bay Area
California State University, Hayward
Career Solutions LLC
Center For International Women
Chabot College
Coastal Valley College
College Of Alameda
Computer Training Academy Inc.
Devry Institute Of Technology
East Bay Conservation Corps
East Oakland Youth Development Center
English Center For International Women
Expression Center For New Media
Famsoft Corporation
Hayward Adult Education
Heald College, Schools Of Business and Technology
Inter-City Services Inc.
Keller Graduate School Of Management
Laney College
Las Positas College
Lincoln University
Livermore Adult School
Mission Valley ROC/P
Platt College
Pyramid Computer Training
School Of Communication Electronics
Silicon Valley College - Oakland
Silicon Valley College - Fremont
Tri-Valley Regional Occupational Program
Turnkey Construction Management
Unitex
University Of California Extension, Berkeley
University Of California, Berkeley
Vallecitos CET Inc
Vista Community College

Electrical and Electronic Engineers

Devry Institute Of Technology
University Of California, Berkeley

Graphic Designers

Asians for Job Opportunities In The Bay Area
Business Education Technologies
California State University, Hayward
Chabot College
Computer Training Institute
Laney College
Las Positas College
Mission Valley ROC/P
Platt College
Silicon Valley College - Fremont
University Of California Extension, Berkeley

Guards and Watch Guards

Chabot College

Livermore Adult School
Oakland Unified School District Adult
Education Department

**Internet Web Site Designers/Developers
(Webmasters)**

Chabot College
Comp USA Inc. Technology Training
Computer Technologies Program
Famsoft, Corporation
Heald College, Schools Of Business and
Technology
Inter-City Services Inc.
Keller Graduate School Of Management
Laney College
Mission Valley ROC/P
Pyramid Computer Training
Tri-Valley Regional Occupational Program
Vista Community College

Loan Officers and Counselors

California State University, Hayward
Mission Valley ROC/P
Oakland Unified School District Adult
Education Department

Medical Records Technicians

Center For Employment Training

Nurse Aides

California State University, Hayward
Eden Area Regional Occupational Program
Merritt College
Mission Valley ROC/P
Nightingale Nursing
Oakland Unified School District Adult
Education Department
Shirley Ware Education Center Local 250
St Luke's Subacute Hospital and Nursing
Tri-Valley Regional Occupational Program

Personnel, Training and Labor Relations Managers

Keller Graduate School Of Management
California State University, Hayward
Holy Names College
Laney College
University Of California Extension, Berkeley

Plasterers and Stucco Masons

Asian Neighborhood Design
Contractors State License Schools
Drywall/Lathing Headquarters
Laney College
Northern California Cement Masons
Turnkey Construction Management
US Department Of Labor Apprenticeship

Police Patrol Officers

Chabot College
Mission Valley ROC/P

Receptionists and Information Clerks

Asians For Job Opportunities In The Bay Area
Berkeley Adult School
Career Dynamics International
Career Resources Development Center Inc.
Chabot College
Computer Technologies Program
Eden Area Regional Occupational Program
Hayward Adult Education
Laney College
Livermore Adult School
Mission Valley ROC/P
Newark Unified
Oakland Unified School District Adult
Education Department
Pleasanton Unified Adult
Summit College

Registered Nurses

California State University, Hayward
Chabot College
Eden Area Occupational Program
Holy Names College
Merritt College
Samuel Merritt College
University Of Phoenix - Pleasanton

**Sales Agents - Securities, Commodities and Financial
Services**

Albany Adult Education
Mission Valley ROC/P
Oakland Unified School District Adult
Education Department
University Of California Extension, Berkeley

Teachers - Secondary School

Berkeley Adult School
California State University, Hayward
Castro Valley Adult School
Holy Names College
Merritt College
University Of California, Berkeley
Western Institute for Social Research

**Telemarketers, News and Street Vendors, Telephone
Solicitors, Door-to-Door Sales Workers and Other**

Related Workers

Chabot College
Mission Valley ROC/P
Tri-Valley Regional Occupational Program

Truck Drivers - Heavy or Tractor Trailer

A-1 Truck Driving School Inc
Bay Area Truck Driving School
Mission Hill Truck School
Precision Truck School Inc.
Safety First Commercial Driver Training
Western Pacific Truck School
Western Truck School

Vocational and Educational Counselors

California State University, Hayward
University Of California, Berkeley

TRAINING AND EDUCATION PROVIDERS

Provider: A-1 TRUCK DRIVING SCHOOL INC
Physical Address: 2977 BAUMBERG AVE.
 HAYWARD, CA 94545
School Type: Apprenticeship Programs
Phone: (510) 783-6030
Fax: (510) 783-6361
Internet/URL: not applicable
Email: not applicable

Financial Aid: No
Veteran Approved: No
Job Placement: Yes
Career Development: No
Counseling: Yes
Child Care: No
Open Entry/Open Exit: Yes
Distance Learning: Yes
English as a Second Language: No
Doctorate Degree: No
Master Degree: No
Bachelor Degree: No
Associate Degree: No
Certificate: Yes
Diploma: Yes

Occupational Title: 971020 TRUCK DRIVERS, HEAVY OR TRACTOR-TRAILER
Training Program(s): Truck, Bus and Other Commercial Vehicle Operator

Provider: ALAMEDA COMPUTER CENTER
Physical Address: 2148 BROADWAY
 ALAMEDA, CA 94501
School Type: Proprietary (Private) Business and Technical Schools
Phone: (510) 208-7000
Fax: (510) 208-7777
Internet/URL: <http://www.alamedacomputer.com>
Email: acc2415@msn.com

Financial Aid: No
Veteran Approved: Yes
Job Placement: Yes
Career Development: Yes
Counseling: Yes
Child Care: No
Open Entry/Open Exit: Yes
Distance Learning: No
English as a Second Language: Yes
Doctorate Degree: No
Master Degree: No
Bachelor Degree: No
Associate Degree: No
Certificate: Yes
Diploma: Yes

Occupational Title: 003362999 COMPUTER AIDED DESIGN (CAD) TECHNICIANS
Training Program(s): Drafting, Other

Provider: ALBANY ADULT EDUCATION
Physical Address: 601 SAN GABRIEL
 ALBANY, CA 94706
School Type: Public Adult Schools with occupational programs
Phone: (510) 559-6580
Fax: (510) 559-6583
Internet/URL: <http://www.albany.k12.ca.us/adult/>
Email: hsugar@albany.k12.ca.us

Financial Aid: No
Veteran Approved: No
Job Placement: No
Career Development: Yes
Counseling: No
Child Care: No
Open Entry/Open Exit: Yes
Distance Learning: No
English as a Second Language: Yes
Doctorate Degree: No
Master Degree: No
Bachelor Degree: No
Associate Degree: No
Certificate: Yes
Diploma: No

Occupational Title: 251030 DATA BASE ADMINISTRATORS
Training Program(s): Computer and Information Sciences, General

Occupational Title: 430140 SALES AGENTS, SECURITIES, COMMODITIES, AND FINANCIAL SERVICE
Training Program(s): Investments and Securities

Provider: ASIAN NEIGHBORHOOD DESIGN
Physical Address: 1890 CAMPBELL STREET
 OAKLAND, CA 94607
School Type: Other Education
Phone: (510) 433-1391
Fax: 5104331375
Internet/URL: <http://www.andnet.org>
Email: info@andnet.org

Financial Aid: No
Veteran Approved: No
Job Placement: Yes
Career Development: Yes
Counseling: Yes
Child Care: Yes
Open Entry/Open Exit: No
Distance Learning: No
English as a Second Language: No
Doctorate Degree: No
Master Degree: No
Bachelor Degree: No
Associate Degree: No
Certificate: No
Diploma: No

Occupational Title: 251030 DATA BASE ADMINISTRATORS
Training Program(s): Computer and Information Sciences, General

Occupational Title: 873170 PLASTERERS AND STUCCO MASONS
Training Program(s): Construction Trades, Other

Provider: ASIANS FOR JOB OPPORTUNITIES
 IN THE BAY AREA
Physical Address: 1911 ADDISON STREET
 BERKELEY, CA 94704-1101
School Type: Private 4- or more year Colleges and Universities,
 including Graduate and Professional Schools
Phone: (510) 548-6700
Fax: (510) 548-9300
Internet/URL: <http://www.ajob.org>
Email: ajob@ajob.org

Financial Aid: No
Veteran Approved: No
Job Placement: Yes
Career Development: Yes
Counseling: Yes
Child Care: No
Open Entry/Open Exit: Yes
Distance Learning: No
English as a Second Language: Yes
Doctorate Degree: No
Master Degree: Yes
Bachelor Degree: Yes
Associate Degree: Yes
Certificate: Yes
Diploma: No

Occupational Title: 251030 DATA BASE ADMINISTRATORS
Training Program(s): Computer and Information Sciences, General

Occupational Title: 141061998 GRAPHIC DESIGNERS

Training Program(s): Graphic Design, Commercial Art and Illustration

Occupational Title: 553050 RECEPTIONISTS AND INFORMATION CLERKS

Training Program(s): General Office/Clerical and Typing Services

| | | | | | |
|--------------------------|---|--------------------------------------|----|--------------------------|-----|
| Provider: | BAY AREA TRUCK DRIVING SCHOOL | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 37555 DUSTERBERRY WY #19 FREMONT, CA 94536 | Veteran Approved: | No | Master Degree: | No |
| School Type: | Apprenticeship Programs | Job Placement: | No | Bachelor Degree: | No |
| Phone: | (510) 739-1633 | Career Development: | No | Associate Degree: | No |
| Fax: | (510) 739-3829 | Counseling: | No | Certificate: | Yes |
| Internet/URL: | not applicable | Child Care: | No | Diploma: | No |
| Email: | arvinb_bajwa@yahoo.com | Open Entry/Open Exit: | No | | |
| | | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 971020 TRUCK DRIVERS, HEAVY OR TRACTOR-TRAILER

Training Program(s): Truck, Bus and Other Commercial Vehicle Operator

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | BERKELEY ADULT SCHOOL | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 1222 UNIVERSITY AVENUE BERKELEY, CA 94702-1798 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Public Adult Schools with occupational programs | Job Placement: | No | Bachelor Degree: | No |
| Phone: | (510) 644-6130 | Career Development: | No | Associate Degree: | No |
| Fax: | (510) 644-6784 | Counseling: | No | Certificate: | Yes |
| Internet/URL: | http://bas.berkeley.net/ | Child Care: | No | Diploma: | Yes |
| Email: | das@bas.berkeley.net | Open Entry/Open Exit: | Yes | | |
| | | Distance Learning: | Yes | | |
| | | English as a Second Language: | Yes | | |

Occupational Title: 553050 RECEPTIONISTS AND INFORMATION CLERKS

Training Program(s): General Office/Clerical and Typing Services

Occupational Title: 313080 TEACHERS, SECONDARY SCHOOL

Training Program(s): Driver and Safety Teacher Education

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | BUSINESS EDUCATION TECHNOLOGIES | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 1611 TELEGRAPH AVENUE, STE 111 OAKLAND, CA 94612 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Secondary Schools with Occupational Programs (ROP and vocational/occupational education) | Job Placement: | Yes | Bachelor Degree: | No |
| Phone: | (510) 986-6710 | Career Development: | Yes | Associate Degree: | No |
| Fax: | (510) 986-6717 | Counseling: | Yes | Certificate: | Yes |
| Internet/URL: | not applicable | Child Care: | No | Diploma: | Yes |
| Email: | not applicable | Open Entry/Open Exit: | No | | |
| | | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 141061998 GRAPHIC DESIGNERS

Training Program(s): Intermedia

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | CALIFORNIA STATE UNIVERSITY, HAYWARD | Financial Aid: | Yes | Doctorate Degree: | No |
| Physical Address: | 25800 CARLOS BEE BOULEVARD HAYWARD, CA 94542-3000 | Veteran Approved: | Yes | Master Degree: | Yes |
| School Type: | Public 4- or more year Colleges and Universities, including all Graduate and Professional Schools | Job Placement: | Yes | Bachelor Degree: | Yes |
| Phone: | (510) 885-3716 | Career Development: | Yes | Associate Degree: | No |
| Fax: | (510) 885-4777 | Counseling: | Yes | Certificate: | Yes |
| Internet/URL: | http://www.csuhayward.edu | Child Care: | Yes | Diploma: | No |
| Email: | admininfo@csuhayward.edu | Open Entry/Open Exit: | Yes | | |
| | | Distance Learning: | Yes | | |
| | | English as a Second Language: | Yes | | |

Occupational Title: 213132999 COMPUTER AND SOFTWARE SUPPORT TECHNICIANS

Training Program(s): Business Systems Networking and Telecommunications
Information Sciences and Systems

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Information Sciences and Systems

Occupational Title: 141061998 GRAPHIC DESIGNERS

Training Program(s): Art

Graphic Design, Commercial Art and Illustration

Occupational Title: 211080 LOAN OFFICERS AND COUNSELORS

Training Program(s): Finance, General

Occupational Title: 130050 PERSONNEL, TRAINING AND LABOR RELATIONS MANAGERS

Training Program(s): Human Resources Management

Occupational Title: 325020 REGISTERED NURSES

Training Program(s): Nursing, Other

Occupational Title: 313080 TEACHERS, SECONDARY SCHOOL

Training Program(s): Education, General

Physical Education Teaching and Coaching
Reading Teacher Education

Occupational Title: 315140 VOCATIONAL AND EDUCATIONAL COUNSELORS

Training Program(s): Counselor Education Counseling and Guidance Services

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | CAREER DYNAMICS INTERNATIONAL | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 405-14TH ST., STE 214 OAKLAND, CA 94612 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Other Education | Job Placement: | Yes | Bachelor Degree: | No |
| | | Career Development: | No | Associate Degree: | No |
| Phone: | (510) 663-4444 | Counseling: | No | Certificate: | Yes |
| Fax: | (510) 663-4555 | Child Care: | No | Diploma: | No |
| Internet/URL: | http://www.cditraining.com | Open Entry/Open Exit: | Yes | | |
| Email: | comptrning@hotmail.com | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 553050 RECEPTIONISTS AND INFORMATION CLERKS

Training Program(s): General Office/Clerical and Typing Services

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | CAREER RESOURCES DEVELOPMENT CENTER INC. | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 320 13TH STREET, SECOND FLOOR OAKLAND, CA 94612 | Veteran Approved: | No | Master Degree: | No |
| School Type: | Proprietary (Private) Business and Technical Schools | Job Placement: | Yes | Bachelor Degree: | No |
| | | Career Development: | Yes | Associate Degree: | No |
| Phone: | (510) 268-8886 | Counseling: | Yes | Certificate: | Yes |
| Fax: | (510) 268-0688 | Child Care: | No | Diploma: | No |
| Internet/URL: | not applicable | Open Entry/Open Exit: | No | | |
| Email: | not applicable | Distance Learning: | Yes | | |
| | | English as a Second Language: | Yes | | |

Occupational Title: 553050 RECEPTIONISTS AND INFORMATION CLERKS

Training Program(s): General Office/Clerical and Typing Services

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | CAREER SOLUTIONS LLC | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 1330 DECOTO RD UNION CITY, CA 94587 | Veteran Approved: | Yes | Master Degree : | No |
| School Type: | Other Education | Job Placement: | Yes | Bachelor Degree: | No |
| | | Career Development: | Yes | Associate Degree: | No |
| Phone: | (510) 429-9170 | Counseling: | No | Certificate: | Yes |
| Fax: | (510) 429-9171 | Child Care: | No | Diploma: | Yes |
| Internet/URL: | www.cscollege.com | Open Entry/Open Exit: | No | | |
| Email: | info@cscollege.com | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | CASTRO VALLEY ADULT SCHOOL | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 4430 ALMA AVENUE CASTRO VALLEY, CA 94546 | Veteran Approved: | No | Master Degree: | No |
| School Type: | Other Education | Job Placement: | No | Bachelor Degree: | No |
| | | Career Development: | Yes | Associate Degree: | No |
| Phone: | (510) 886-1000 | Counseling: | Yes | Certificate: | No |
| Fax: | (510) 537-8537 | Child Care: | No | Diploma: | Yes |
| Internet/URL: | www.cvadult.org | Open Entry/Open Exit: | Yes | | |
| Email: | cvadult.org@yahoo.com | Distance Learning: | Yes | | |
| | | English as a Second Language: | Yes | | |

Occupational Title: 313080 TEACHERS, SECONDARY SCHOOL

Training Program(s): Education, General

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | CENTER FOR EMPLOYMENT TRAINING | Financial Aid: | Yes | Doctorate Degree: | No |
| Physical Address: | 8390 CAPWELL DRIVE OAKLAND, CA 94621 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Secondary Schools with Occupational Programs (ROP and vocational/occupational education) | Job Placement: | Yes | Bachelor Degree: | No |
| | | Career Development: | Yes | Associate Degree: | No |
| Phone: | (510) 568-6166 | Counseling: | Yes | Certificate: | Yes |
| Fax: | (510) 568-6723 | Child Care: | No | Diploma: | No |
| Internet/URL: | http://www.cet2000.org | Open Entry/Open Exit: | Yes | | |
| Email: | not applicable | Distance Learning: | No | | |
| | | English as a Second Language: | Yes | | |

Occupational Title: 329110 MEDICAL RECORDS TECHNICIANS

Training Program(s): Medical Records Tech./Technician

| | | | | | |
|--------------------------|---|----------------------------|-----|--------------------------|----|
| Provider: | CENTER FOR INTERNATIONAL WOMEN | Financial Aid: | Yes | Doctorate Degree: | No |
| Physical Address: | 5000 MAC ARTHUR BLVD OAKLAND, CA 94613 | Veteran Approved: | No | Master Degree: | No |
| School Type: | Other Education | Job Placement: | Yes | Bachelor Degree: | No |
| | | Career Development: | Yes | Associate Degree: | No |

| | | | | | |
|----------------------|--|--------------------------------------|-----|---------------------|-----|
| Phone: | (510) 430-2258 | Counseling: | Yes | Certificate: | Yes |
| Fax: | (510) 430-2259 | Child Care: | No | Diploma: | No |
| Internet/URL: | www.eciw.org | Open Entry/Open Exit: | No | | |
| Email: | eciwinfo@eciw.mills.edu | Distance Learning: | No | | |
| | | English as a Second Language: | Yes | | |

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | CHABOT COLLEGE | Financial Aid: | Yes | Doctorate Degree: | No |
| Physical Address: | 25555 HESPERIAN BOULEVARD HAYWARD, CA 94545-0001 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Community Colleges | Job Placement: | Yes | Bachelor Degree: | No |
| | | Career Development: | Yes | Associate Degree: | Yes |
| Phone: | (510) 723-6600 | Counseling: | Yes | Certificate: | Yes |
| Fax: | (510) 782-9385 | Child Care: | Yes | Diploma: | No |
| Internet/URL: | www.chabotcollege.org | Open Entry/Open Exit: | Yes | | |
| Email: | jyoung@chabot.cc.ca.us | Distance Learning: | Yes | | |
| | | English as a Second Language: | Yes | | |

Occupational Title: 853020 AUTOMOTIVE MECHANICS

Training Program(s): Automotive Engineering Tech./Technician
Auto/Automotive Mechanic/Technician

Occupational Title: 003362999 COMPUTER AIDED DESIGN (CAD) TECHNICIANS

Training Program(s): Mechanical Drafting

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

Occupational Title: 141061998 GRAPHIC DESIGNERS

Training Program(s): Art
Graphic Design, Commercial Art and Illustration
Painting

Occupational Title: 630470 GUARDS AND WATCH GUARDS

Training Program(s): Security and Loss Prevention Services

Occupational Title: 031064999 INTERNET WEB SITE DESIGNERS/DEVELOPERS (WEBMASTERS)

Training Program(s): Computer Programming

Occupational Title: 630140 POLICE PATROL OFFICERS

Training Program(s): Corrections/Correctional Administration
Criminal Justice/Law Enforcement Administration

Occupational Title: 553050 RECEPTIONISTS AND INFORMATION CLERKS

Training Program(s): Health Unit Coordinator/Ward Clerk
General Office/Clerical and Typing Services

Occupational Title: 325020 REGISTERED NURSES

Training Program(s): Nursing, Other

Occupational Title: 490260 TELEMARKETERS, DOOR-TO-DOOR SALES WORKERS, NEWS AND STREET VENDORS,
AND OTHER RELATED WORKERS

Training Program(s): General Marketing Operations

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | COASTAL VALLEY COLLEGE | Financial Aid: | Yes | Doctorate Degree: | No |
| Physical Address: | 6601 SHELLMOUND STREET EMERYVILLE, CA 94608 | Veteran Approved: | No | Master Degree: | No |
| School Type: | Community Colleges | Job Placement: | Yes | Bachelor Degree: | No |
| | | Career Development: | Yes | Associate Degree: | Yes |
| Phone: | (510) 594-6990 | Counseling: | No | Certificate: | No |
| Fax: | (510) 594-6991 | Child Care: | No | Diploma: | Yes |
| Internet/URL: | not applicable | Open Entry/Open Exit: | Yes | | |
| Email: | cvcpmartin@aol.com | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | COLLEGE OF ALAMEDA | Financial Aid: | Yes | Doctorate Degree: | No |
| Physical Address: | 555 ATLANTIC AVE ALAMEDA, CA 94501-2109 | Veteran Approved: | Yes | Master Degree: | Yes |
| School Type: | Public 4- or more year Colleges and Universities, including all Graduate and Professional Schools | Job Placement: | Yes | Bachelor Degree: | Yes |
| | | Career Development: | Yes | Associate Degree: | Yes |
| Phone: | (510) 522-7221 | Counseling: | Yes | Certificate: | No |
| Fax: | (510) 769-6019 | Child Care: | Yes | Diploma: | No |
| Internet/URL: | www.peralta.cc.ca.us | Open Entry/Open Exit: | Yes | | |
| Email: | alee@peralta.cc.ca.us | Distance Learning: | Yes | | |
| | | English as a Second Language: | Yes | | |

Occupational Title: 853020 AUTOMOTIVE MECHANICS

Training Program(s): Auto/Automotive Mechanic/Technician

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

Provider: COMP USA TECHNOLOGY TRAINING

Physical Address: 5775 JOHNSON DRIVE
PLEASANTON, CA 94588

School Type: Other Education

Phone: (510) 849-2911

Fax: (510) 849-2968

Internet/URL: <http://www.ctpberk.org>

Email: pvella@ctpberk.org

Financial Aid: No

Veteran Approved: No

Job Placement: No

Career Development: Yes

Counseling: Yes

Child Care: No

Open Entry/Open Exit: No

Distance Learning: No

English as a Second Language: No

Doctorate Degree: No

Master Degree: No

Bachelor Degree: No

Associate Degree: No

Certificate: Yes

Diploma: No

Occupational Title: 031064999 INTERNET WEB SITE DESIGNERS/DEVELOPERS (WEBMASTERS)

Training Program(s): Computer Programming

Provider: COMPUTER TECHNOLOGIES PROGRAM

Physical Address: 1918 OXFORD STREET
BERKELEY, CA 94704

School Type: Secondary Schools with Occupational Programs (ROP and vocational/occupational education)

Phone: (510) 849-2911

Fax: (510) 849-2968

Internet/URL: <http://www.ctpberk.org>

Email: pvella@ctpberk.org

Financial Aid: No

Veteran Approved: Yes

Job Placement: Yes

Career Development: Yes

Counseling: Yes

Child Care: No

Open Entry/Open Exit: Yes

Distance Learning: No

English as a Second Language: No

Doctorate Degree: No

Master Degree: No

Bachelor Degree: No

Associate Degree: No

Certificate: Yes

Diploma: No

Occupational Title: 031064999 INTERNET WEB SITE DESIGNERS/DEVELOPERS (WEBMASTERS)

Training Program(s): Computer Programming

Occupational Title: 553050 RECEPTIONISTS AND INFORMATION CLERKS

Training Program(s): General Office/Clerical and Typing Services

Provider: COMPUTER TRAINING ACADEMY INC

Physical Address: 2174 RHEEM DR
PLEASANTON, CA 94588

School Type: Proprietary (Private) Business and Technical Schools

Phone: (408) 441-6990

Fax: (408) 441-6994

Internet/URL: www.cci.edu

Email: fperlesc@cci.edu

Financial Aid: Yes

Veteran Approved: Yes

Job Placement: Yes

Career Development: Yes

Counseling: Yes

Child Care: No

Open Entry/Open Exit: Yes

Distance Learning: No

English as a Second Language: No

Doctorate Degree: No

Master Degree: No

Bachelor Degree: No

Associate Degree: No

Certificate: No

Diploma: Yes

Occupational Title: 213132999 COMPUTER AND SOFTWARE SUPPORT TECHNICIANS

Training Program(s): Information Sciences and Systems

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Information Sciences and Systems

Computer and Information Sciences, General

Provider: COMPUTER TRAINING INSTITUTE

Physical Address: 6250 THORNTON AVE
NEWARK, CA 94560

School Type: Proprietary (Private) Business and Technical Schools

Phone: (510) 742-9600

Fax: (510) 742-9650

Internet/URL: www.itscti.com

Email: reza@itscti.net

Financial Aid: Yes

Veteran Approved: Yes

Job Placement: Yes

Career Development: Yes

Counseling: Yes

Child Care: No

Open Entry/Open Exit: Yes

Distance Learning: No

English as a Second Language: No

Doctorate Degree: No

Master Degree: No

Bachelor Degree: No

Associate Degree: No

Certificate: Yes

Diploma: No

Occupational Title: 141061998 GRAPHIC DESIGNERS

Training Program(s): Graphic Design, Commercial Art and Illustration

Provider: CONSTRUCTION CRAFT TRAINING CENTER

Physical Address: 26218 INDUSTRIAL BLVD
HAYWARD, CA 94545

School Type: Apprenticeship Programs

Phone: (510) 785-2282

Fax: (510) 785-9136

Internet/URL: <http://www.cctc.edu>

Email: tracey@bcg.net

Financial Aid: No

Veteran Approved: No

Job Placement: No

Career Development: No

Counseling: No

Child Care: No

Open Entry/Open Exit: No

Distance Learning: No

English as a Second Language: No

Doctorate Degree: No

Master Degree: No

Bachelor Degree: No

Associate Degree: No

Certificate: Yes

Diploma: No

Occupational Title: 871020 CARPENTERS

Training Program(s): Carpenter

Provider: CONTRACTORS STATE LICENSE SCHOOLS

Physical Address: 348 PENDELTON WAY

Financial Aid: No

Veteran Approved: No

Doctorate Degree: No

Master Degree: No

School Type: OAKLAND, CA 94621
Public Adult Schools with Occupational Programs

Phone: (510) 667-9879
Fax: (510) 382-9819
Internet/URL: www.csls.com
Email: not applicable

Job Placement: No
Career Development: Yes
Counseling: Yes
Child Care: No
Open Entry/Open Exit: Yes
Distance Learning: No
English as a Second Language: No

Bachelor Degree: No
Associate Degree: No
Certificate: Yes
Diploma: No

Occupational Title: 873170 PLASTERERS AND STUCCO MASONS

Training Program(s): Construction Trades, Other

Provider: DEVRY INSTITUTE OF TECHNOLOGY
Physical Address: 6600 DUMBARTON CIRCLE
FREMONT, CA 94555
School Type: Private 4- or more year Colleges and Universities,
including Graduate and Professional Schools
Phone: (510) 574-1250
Fax: (510) 574-1125
Internet/URL: www.fre.devry.edu
Email: www.devry.edu

Financial Aid: Yes
Veteran Approved: No
Job Placement: Yes
Career Development: Yes
Counseling: Yes
Child Care: No
Open Entry/Open Exit: No
Distance Learning: No
English as a Second Language: No

Doctorate Degree: No
Master Degree: No
Bachelor Degree: Yes
Associate Degree: Yes
Certificate: No
Diploma: No

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

Occupational Title: 221260 ELECTRICAL AND ELECTRONIC ENGINEERS

Training Program(s): Electrical, Electronics and Communication Engineering

Provider: DRYWALL/LATHING HEADQUARTERS
Physical Address: 23217 KIDDER STREET
HAYWARD, CA 94545
School Type: Apprenticeship Programs
Phone: (510) 785-5885
Fax: (510) 785-4434
Internet/URL: <http://www.drywall-lathing.com>
Email: emailtrainingdir@drywalllathing.com

Financial Aid: No
Veteran Approved: Yes
Job Placement: No
Career Development: Yes
Counseling: Yes
Child Care: No
Open Entry/Open Exit: Yes
Distance Learning: No
English as a Second Language: No

Doctorate Degree: No
Master Degree: No
Bachelor Degree: No
Associate Degree: No
Certificate: Yes
Diploma: No

Occupational Title: 873170 PLASTERERS AND STUCCO MASONS

Training Program(s): Construction Trades, Other

Provider: EAST BAY CONSERVATION CORPS
Physical Address: 1021 3RD STREET
OAKLAND, CA 94607
School Type: Public Adult Schools with Occupational Programs
Phone: (510) 891-3919
Fax: (510) 891-3945
Internet/URL: www.ebcc-school.org
Email: not applicable

Financial Aid: No
Veteran Approved: No
Job Placement: No
Career Development: Yes
Counseling: Yes
Child Care: No
Open Entry/Open Exit: No
Distance Learning: No
English as a Second Language: No

Doctorate Degree: No
Master Degree: No
Bachelor Degree: No
Associate Degree: No
Certificate: Yes
Diploma: Yes

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

Provider: EAST OAKLAND YOUTH DEVELOPMENT CENTER
Physical Address: 8200 EAST 14TH STREET
OAKLAND, CA 94621
School Type: Other Education
Phone: (510) 569-8088
Fax: (510) 632-6942
Internet/URL: <http://www.eoydc.org>
Email: eoydc@earthlink.net

Financial Aid: No
Veteran Approved: No
Job Placement: Yes
Career Development: Yes
Counseling: No
Child Care: No
Open Entry/Open Exit: No
Distance Learning: No
English as a Second Language: No

Doctorate Degree: No
Master Degree: No
Bachelor Degree: No
Associate Degree: No
Certificate: Yes
Diploma: No

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

Provider: EDEN AREA OCCUPATIONAL PROGRAM
Physical Address: 26316 HESPERIAN BLVD
HAYWARD, CA 94545
School Type: Occupational Training
Phone: (510) 293-2900
Fax: (510) 783-2955
Internet/URL: <http://www.edenrop.org>
Email: lisab@acoe.k12.ca.us

Financial Aid: Yes
Veteran Approved: No
Job Placement: No
Career Development: Yes
Counseling: No
Child Care: No
Open Entry/Open Exit: No
Distance Learning: Yes
English as a Second Language: No

Doctorate Degree: No
Master Degree: No
Bachelor Degree: No
Associate Degree: No
Certificate: Yes
Diploma: No

Occupational Title: 003362999 COMPUTER AIDED DESIGN (CAD) TECHNICIANS

Training Program(s): Drafting, General

Occupational Title: 325020 REGISTERED NURSES

Training Program(s): Nursing (R.N. Training)

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | EDEN AREA REGIONAL OCCUPATIONAL PROGRAM | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 26316 HESPERIAN BOULEVARD HAYWARD, CA 94545-2458 | Veteran Approved: | No | Master Degree: | No |
| School Type: | Secondary Schools with Occupational Programs (ROP and vocational/occupational education) | Job Placement: | No | Bachelor Degree: | No |
| Phone: | (510) 293-2900 | Career Development: | Yes | Associate Degree: | No |
| Fax: | (510) 293-8325 | Counseling: | Yes | Certificate: | Yes |
| Internet/URL: | http://www.edenrop.org | Child Care: | No | Diploma: | No |
| Email: | lipskil@acoe.k12.ca.us | Open Entry/Open Exit: | Yes | | |
| | | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 003362999 COMPUTER AIDED DESIGN (CAD) TECHNICIANS

Training Program(s): Drafting, Other

Occupational Title: 325020 REGISTERED NURSES

Training Program(s): Nursing (R.N. Training)

Occupational Title: 660080 NURSING AIDES, ORDERLIES, AND ATTENDANTS

Training Program(s): Nurse Assistant/Aide

Occupational Title: 553050 RECEPTIONISTS AND INFORMATION CLERKS

Training Program(s): General Office/Clerical and Typing Services

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | ENGLISH CENTER FOR INTERNATIONAL WOMEN | Financial Aid: | Yes | Doctorate Degree: | No |
| Physical Address: | 5000 MACARTHUR BLVD MILLS CLG, OAKLAND, CA 94613 | Veteran Approved: | No | Master Degree: | No |
| School Type: | Other Education | Job Placement: | Yes | Bachelor Degree: | No |
| Phone: | (510) 430-2234 | Career Development: | Yes | Associate Degree: | No |
| Fax: | (510) 430-2259 | Counseling: | Yes | Certificate: | Yes |
| Internet/URL: | http://www.eciw.org | Child Care: | Yes | Diploma: | No |
| Email: | eciwinfo@eciw.mills.edu | Open Entry/Open Exit: | No | | |
| | | Distance Learning: | No | | |
| | | English as a Second Language: | Yes | | |

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | EXPRESSION CENTER FOR NEW MEDIA | Financial Aid: | Yes | Doctorate Degree: | No |
| Physical Address: | 6601 SHELLMOUND STREET EMERYVILLE, CA 94608 | Veteran Approved: | No | Master Degree: | No |
| School Type: | Other Education | Job Placement: | No | Bachelor Degree: | Yes |
| Phone: | 510-654-2934 | Career Development: | No | Associate Degree: | Yes |
| Fax: | (510) 658-3414 | Counseling: | No | Certificate: | No |
| Internet/URL: | www.expression.edu | Child Care: | No | Diploma: | Yes |
| Email: | info@xmedia.com | Open Entry/Open Exit: | Yes | | |
| | | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | FAMSOFT CORPORATION | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 1300 FULTON PLACE FREMONT, CA 94539 | Veteran Approved: | No | Master Degree: | No |
| School Type: | Proprietary (Private) Business and Technical Schools | Job Placement: | Yes | Bachelor Degree: | No |
| Phone: | 5106833940 | Career Development: | Yes | Associate Degree: | No |
| Fax: | 5106833906 | Counseling: | Yes | Certificate: | Yes |
| Internet/URL: | http://www.famsoft.com | Child Care: | No | Diploma: | No |
| Email: | fareeha@famsoft.com | Open Entry/Open Exit: | No | | |
| | | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

Occupational Title: 031064999 INTERNET WEB SITE DESIGNERS/DEVELOPERS (WEBMASTERS)

Training Program(s): Computer Programming

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | HAYWARD ADULT EDUCATION | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 22100 PRINCETON STREET HAYWARD, CA 94541 | Veteran Approved: | No | Master Degree: | No |
| School Type: | Public Adult Schools with occupational programs | Job Placement: | No | Bachelor Degree: | No |
| Phone: | (510) 293-8595 | Career Development: | Yes | Associate Degree: | No |
| Fax: | (510) 727-1139 | Counseling: | Yes | Certificate: | Yes |
| Internet/URL: | http://www.haywardadult.k12.ca.us | Child Care: | Yes | Diploma: | Yes |
| Email: | not applicable | Open Entry/Open Exit: | Yes | | |
| | | Distance Learning: | Yes | | |
| | | English as a Second Language: | Yes | | |

Occupational Title: 213132999 COMPUTER AND SOFTWARE SUPPORT TECHNICIANS

Training Program(s): Business Systems Networking and Telecommunications

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

Occupational Title: 213132999 COMPUTER AND SOFTWARE SUPPORT TECHNICIANS

Training Program(s): Business Systems Networking and Telecommunications

Occupational Title: 553050 RECEPTIONISTS AND INFORMATION CLERKS

Training Program(s): General Office/Clerical and Typing Services

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | HEALD COLLEGE, SCHOOLS OF BUSINESS AND TECHNOLOGY | Financial Aid: | Yes | Doctorate Degree: | No |
| Physical Address: | 25500 INDUSTRIAL BLVD HAYWARD, CA 94545 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Proprietary (Private) Business and Technical Schools | Job Placement: | Yes | Bachelor Degree: | No |
| Phone: | (510) 783-2100 | Career Development: | Yes | Associate Degree: | Yes |
| Fax: | (510) 783-3287 | Counseling: | Yes | Certificate: | Yes |
| Internet/URL: | http://www.heald.edu | Child Care: | No | Diploma: | Yes |
| Email: | belind_alcid@heald.edu | Open Entry/Open Exit: | No | | |
| | | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

Occupational Title: 031064999 INTERNET WEB SITE DESIGNERS/DEVELOPERS (WEBMASTERS)

Training Program(s): Business Computer Programming/Programmer

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | HOLY NAMES COLLEGE | Financial Aid: | Yes | Doctorate Degree: | No |
| Physical Address: | 3500 MOUNTAIN BOULEVARD OAKLAND, CA 94619 | Veteran Approved: | Yes | Master Degree: | Yes |
| School Type: | Private 4- or more year Colleges and Universities, including Graduate and Professional Schools | Job Placement: | No | Bachelor Degree: | Yes |
| Phone: | (510) 436-1134 | Career Development: | Yes | Associate Degree: | No |
| Fax: | (510) 436-1199 | Counseling: | Yes | Certificate: | No |
| Internet/URL: | http://www.hnc.edu | Child Care: | No | Diploma: | No |
| Email: | admissions@admin.hnc.edu | Open Entry/Open Exit: | Yes | | |
| | | Distance Learning: | Yes | | |
| | | English as a Second Language: | Yes | | |

Occupational Title: 130050 PERSONNEL, TRAINING AND LABOR RELATIONS MANAGERS

Training Program(s): Human Resources Management

Occupational Title: 325020 REGISTERED NURSES

Training Program(s): Nursing (R.N. Training)

Occupational Title: 313080 TEACHERS, SECONDARY SCHOOL

Training Program(s): Teacher Education, Specific Academic and Vocational Programs

Physical Education Teaching and Coaching

Education, General

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | INTER-CITY SERVICES INC. | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 3269 ADELIN STREET BERKELEY, CA 94703 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Secondary Schools with Occupational Programs (ROP and vocational/occupational education) | Job Placement: | Yes | Bachelor Degree: | No |
| Phone: | (510) 655-3552 | Career Development: | Yes | Associate Degree: | No |
| Fax: | (510) 655-3554 | Counseling: | Yes | Certificate: | Yes |
| Internet/URL: | http://www.icsworks.com | Child Care: | No | Diploma: | No |
| Email: | middeen@icsworks.com | Open Entry/Open Exit: | Yes | | |
| | | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 213132999 COMPUTER AND SOFTWARE SUPPORT TECHNICIANS

Training Program(s): Management Information Systems and Business Data Processing

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Management Information Systems and Business Data Processing

Occupational Title: 031064999 INTERNET WEB SITE DESIGNERS/DEVELOPERS (WEBMASTERS)

Training Program(s): Management Information Systems and Business Data Processing

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | ITT TECHNICAL INSTITUTE | Financial Aid: | Yes | Doctorate Degree: | No |
| Physical Address: | 3979 TRUST WAY HAYWARD, CA 94545 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Proprietary (Private) Business and Technical Schools | Job Placement: | Yes | Bachelor Degree: | Yes |
| Phone: | (510) 785-8522 | Career Development: | Yes | Associate Degree: | Yes |
| Fax: | (510) 785-7818 | Counseling: | Yes | Certificate: | No |
| Internet/URL: | www.itt-tech.edu | Child Care: | No | Diploma: | Yes |
| Email: | kparadis@itt-tech.edu | Open Entry/Open Exit: | No | | |
| | | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 213132999 COMPUTER AND SOFTWARE SUPPORT TECHNICIANS

Training Program(s): Business Systems Networking and Telecommunications

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | KELLER GRADUATE SCHOOL OF MANAGEMENT | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 6600 DUMBARTON CIRCLE FREMONT, CA 94555 | Veteran Approved: | Yes | Master Degree: | Yes |
| School Type: | Proprietary (Private) Business and Technical Schools | Job Placement: | No | Bachelor Degree: | No |
| Phone: | (510) 574-1250 | Career Development: | Yes | Associate Degree: | No |
| Fax: | (510) 742-0866 | Counseling: | Yes | Certificate: | No |
| Internet/URL: | www.keller.edu | Child Care: | No | Diploma: | No |
| Email: | admissions@keller.edu | Open Entry/Open Exit: | No | | |
| | | Distance Learning: | Yes | | |
| | | English as a Second Language: | No | | |

Occupational Title: 213132999 COMPUTER AND SOFTWARE SUPPORT TECHNICIANS

Training Program(s): Business Systems Networking and Telecommunications
Management Information Systems and Business Data Processing

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Management Information Systems and Business Data Processing

Occupational Title: 031064999 INTERNET WEB SITE DESIGNERS/DEVELOPERS (WEBMASTERS)

Training Program(s): Management Information Systems and Business Data Processing

Occupational Title: 130050 PERSONNEL, TRAINING AND LABOR RELATIONS MANAGERS

Training Program(s): Human Resources Management

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | LANEY COLLEGE | Financial Aid: | Yes | Doctorate Degree: | No |
| Physical Address: | 900 FALLON STREET OAKLAND, CA 94607-4893 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Community Colleges | Job Placement: | Yes | Bachelor Degree: | No |
| Phone: | (510) 464-3218 | Career Development: | Yes | Associate Degree: | Yes |
| Fax: | (510) 464-3231 | Counseling: | Yes | Certificate: | Yes |
| Internet/URL: | http://www.peralta.cc.ca.us | Child Care: | Yes | Diploma: | Yes |
| Email: | eleal@peralta.cc.ca.us | Open Entry/Open Exit: | Yes | | |
| | | Distance Learning: | Yes | | |
| | | English as a Second Language: | Yes | | |

Occupational Title: 871020 CARPENTERS

Training Program(s): Carpenter

Occupational Title: 213132999 COMPUTER AND SOFTWARE SUPPORT TECHNICIANS

Training Program(s): Management Information Systems and Business Data Processing

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Management Information Systems and Business Data Processing,
Computer and Information Sciences, General

Occupational Title: 141061998 GRAPHIC DESIGNERS

Training Program(s): Graphic Design, Commercial Art and Illustration

Occupational Title: 031064999 INTERNET WEB SITE DESIGNERS/DEVELOPERS (WEBMASTERS)

Training Program(s): Computer Programming
Management Information Systems and Business Data Processing

Occupational Title: 130050 PERSONNEL, TRAINING AND LABOR RELATIONS MANAGERS

Training Program(s): Human Resources Management

Occupational Title: 873170 PLASTERERS AND STUCCO MASONS

Training Program(s): Construction Trades, Other

Occupational Title: 553050 RECEPTIONISTS AND INFORMATION CLERKS

Training Program(s): General Office/Clerical and Typing Services

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | LAS POSITAS COLLEGE | Financial Aid: | Yes | Doctorate Degree: | No |
| Physical Address: | 3033 COLLIER CANYON ROAD LIVERMORE, CA 94550-7650 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Community Colleges | Job Placement: | No | Bachelor Degree: | No |
| Phone: | (925) 373-5805 | Career Development: | Yes | Associate Degree: | Yes |
| Fax: | (925) 606-6437 | Counseling: | Yes | Certificate: | Yes |
| Internet/URL: | http://www.laspositas.cc.ca.us | Child Care: | No | Diploma: | No |
| Email: | khalliday@clpccd.cc.ca.us | Open Entry/Open Exit: | Yes | | |
| | | Distance Learning: | Yes | | |
| | | English as a Second Language: | Yes | | |

Occupational Title: 853020 AUTOMOTIVE MECHANICS

Training Program(s): Auto/Automotive Mechanic/Technician

Occupational Title: 003362999 COMPUTER AIDED DESIGN (CAD) TECHNICIANS

Training Program(s): Drafting, General

Occupational Title: 213132999 COMPUTER AND SOFTWARE SUPPORT TECHNICIANS

Training Program(s): Business Systems Networking and Telecommunications

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

Occupational Title: 141061998 GRAPHIC DESIGNERS

Training Program(s): Graphic Design, Commercial Art and Illustration

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | LINCOLN UNIVERSITY | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 401 15TH STREET OAKLAND, CA 94612 | Veteran Approved: | No | Master Degree: | Yes |
| School Type: | Public 4- or more year Colleges and Universities, including all Graduate and Professional Schools | Job Placement: | Yes | Bachelor Degree: | Yes |
| Phone: | (510) 628-8010 | Career Development: | Yes | Associate Degree: | No |
| Fax: | (510) 628-8012 | Counseling: | Yes | Certificate: | No |
| Internet/URL: | http://www.lincolnuca.edu | Child Care: | No | Diploma: | No |
| Email: | admissions@lincolnuca.edu | Open Entry/Open Exit: | Yes | | |
| | | Distance Learning: | Yes | | |
| | | English as a Second Language: | Yes | | |

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

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|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | LIVERMORE ADULT SCHOOL | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 543 SONOMA AVENUE LIVERMORE, CA 94550 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Public Adult Schools with occupational programs | Job Placement: | No | Bachelor Degree: | No |
| Phone: | (925) 606-4722 | Career Development: | No | Associate Degree: | No |
| Fax: | (925) 606-3389 | Counseling: | No | Certificate: | Yes |
| Internet/URL: | http://www.lvjUSD.k12.ca.us | Child Care: | No | Diploma: | Yes |
| Email: | nancy-steele@snmail.lvjUSD.k12.ca.us | Open Entry/Open Exit: | Yes | | |
| | | Distance Learning: | Yes | | |
| | | English as a Second Language: | Yes | | |

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

Occupational Title: 553050 RECEPTIONISTS AND INFORMATION CLERKS

Training Program(s): General Office/Clerical and Typing Services

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | MERRITT COLLEGE | Financial Aid: | Yes | Doctorate Degree: | No |
| Physical Address: | 12500 CAMPUS DRIVE OAKLAND, CA 94619-3166 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Community Colleges | Job Placement: | Yes | Bachelor Degree: | No |
| Phone: | (510) 531-4911 | Career Development: | Yes | Associate Degree: | Yes |
| Fax: | (510) 436-2405 | Counseling: | Yes | Certificate: | Yes |
| Internet/URL: | www.peralta.cc.ca.us | Child Care: | Yes | Diploma: | No |
| Email: | dferro@merritt.edu | Open Entry/Open Exit: | Yes | | |
| | | Distance Learning: | Yes | | |
| | | English as a Second Language: | Yes | | |

Occupational Title: 660080 NURSING AIDES, ORDERLIES, AND ATTENDANTS

Training Program(s): Nurse Assistant/Aide

Occupational Title: 325020 REGISTERED NURSES

Training Program(s): Nursing (R.N. Training)

Occupational Title: 313080 TEACHERS, SECONDARY SCHOOL

Training Program(s): Education, General

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | MISSION HILL TRUCK SCHOOL | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 38100 CEDAR BOULEVARD NEWARK, CA 94560 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Apprenticeship Programs | Job Placement: | Yes | Bachelor Degree: | No |
| Phone: | (209) 537-9223 | Career Development: | Yes | Associate Degree: | No |
| Fax: | (510) 797-2229 | Counseling: | Yes | Certificate: | No |
| Internet/URL: | http://www.mhtruckschool.com | Child Care: | No | Diploma: | Yes |
| Email: | not available | Open Entry/Open Exit: | Yes | | |
| | | Distance Learning: | No | | |
| | | English as a Second Language: | Yes | | |

Occupational Title: 971020 TRUCK DRIVERS, HEAVY OR TRACTOR-TRAILER

Training Program(s): Truck, Bus and Other Commercial Vehicle Operator

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | MISSION VALLEY ROC/P | Financial Aid: | Yes | Doctorate Degree: | No |
| Physical Address: | 40230 LAIOLO ROAD FREMONT, CA 94538 | Veteran Approved: | No | Master Degree: | No |
| School Type: | Public Adult Schools with occupational programs | Job Placement: | Yes | Bachelor Degree: | No |
| Phone: | (510) 657-1865 | Career Development: | Yes | Associate Degree: | No |
| Fax: | (510) 438-0378 | Counseling: | Yes | Certificate: | Yes |
| Internet/URL: | http://www.mvrop.org | Child Care: | Yes | Diploma: | No |
| Email: | sflanagan@mail.fremont.k12.ca.us | Open Entry/Open Exit: | Yes | | |
| | | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 853020 AUTOMOTIVE MECHANICS
Training Program(s): Auto/Automotive Mechanic/Technician
Occupational Title: 871020 CARPENTERS
Training Program(s): Carpenter
Occupational Title: 003362999 COMPUTER AIDED DESIGN (CAD) TECHNICIANS
Training Program(s): Drafting, Other
 Mechanical Drafting
Occupational Title: 213132999 COMPUTER AND SOFTWARE SUPPORT TECHNICIANS
Training Program(s): Business Systems Networking and Telecommunications
Occupational Title: 251030 DATA BASE ADMINISTRATORS
Training Program(s): Computer and Information Sciences, General
Occupational Title: 141061998 GRAPHIC DESIGNERS
Training Program(s): Graphic Design, Commercial Art and Illustration
Occupational Title: 031064999 INTERNET WEB SITE DESIGNERS/DEVELOPERS (WEBMASTERS)
Training Program(s): Business Computer Programming/Programmer
Occupational Title: 211080 LOAN OFFICERS AND COUNSELORS
Training Program(s): Financial Services Marketing Operations
Occupational Title: 660080 NURSING AIDES, ORDERLIES, AND ATTENDANTS
Training Program(s): Nurse Assistant/Aide
Occupational Title: 630140 POLICE PATROL OFFICERS
Training Program(s): Law Enforcement/Police Science
Occupational Title: 553050 RECEPTIONISTS AND INFORMATION CLERKS
Training Program(s): Tourism Promotion Operations
 General Office/Clerical and Typing Services
Occupational Title: 430140 SALES AGENTS, SECURITIES, COMMODITIES, AND FINANCIAL SERVICE
Training Program(s): Financial Services Marketing Operations
Occupational Title: 490260 TELEMARKETERS, DOOR-TO-DOOR SALES WORKERS, NEWS AND STREET VENDORS,
 AND OTHER RELATED WORKERS
Training Program(s): General Marketing Operations

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | NATIONAL TRAINING INSTITUTE INC. | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 1404 FRANKLIN ST., STE. 200 | Veteran Approved: | Yes | Master Degree: | No |
| | OAKLAND, CA 94612 | Job Placement: | Yes | Bachelor Degree: | No |
| School Type: | Proprietary (Private) Business and Technical Schools | Career Development: | Yes | Associate Degree: | No |
| | | Counseling: | Yes | Certificate: | Yes |
| Phone: | (510) 451-1522 | Child Care: | No | Diploma: | No |
| Fax: | (510) 451-5653 | Open Entry/Open Exit: | Yes | | |
| Internet/URL: | www.ntiusa.com | Distance Learning: | No | | |
| Email: | info@oakland.ntiusa.com | English as a Second Language: | No | | |

Occupational Title: 213132999 COMPUTER AND SOFTWARE SUPPORT TECHNICIANS
Training Program(s): Business Systems Networking and Telecommunications

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | NEWARK UNIFIED | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 36120 RUSCHIN DRIVE | Veteran Approved: | No | Master Degree: | No |
| | NEWARK, CA 94560 | Job Placement: | No | Bachelor Degree: | No |
| School Type: | Public Adult Schools with occupational programs | Career Development: | No | Associate Degree: | No |
| | | Counseling: | No | Certificate: | No |
| Phone: | 5108183700 | Child Care: | No | Diploma: | Yes |
| Fax: | (510) 794-2654 | Open Entry/Open Exit: | Yes | | |
| Internet/URL: | http://www.nusd.k12.ca.us | Distance Learning: | No | | |
| Email: | fmatsuoka@nusd.k12.ca.us | English as a Second Language: | Yes | | |

Occupational Title: 553050 RECEPTIONISTS AND INFORMATION CLERKS
Training Program(s): General Office/Clerical and Typing Services

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | NIGHTINGALE NURSING | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 101 CALLAN AVENUE, SUITE 405 | Veteran Approved: | Yes | Master Degree: | No |
| | SAN LEANDRO, CA 94577 | Job Placement: | Yes | Bachelor Degree: | No |
| School Type: | Secondary Schools with Occupational Programs (ROP and vocational/occupational education) | Career Development: | No | Associate Degree: | No |
| | | Counseling: | Yes | Certificate: | Yes |
| Phone: | (510) 357-4222 | Child Care: | No | Diploma: | No |
| Fax: | (510) 357-5646 | Open Entry/Open Exit: | No | | |
| Internet/URL: | http://www.nightingalenursing.com | Distance Learning: | No | | |
| Email: | not applicable | English as a Second Language: | No | | |

Occupational Title: 660080 NURSING AIDES, ORDERLIES, AND ATTENDANTS
Training Program(s): Nurse Assistant/Aide

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | NORTH WEST COUNTIES TILE INDUSTRY JATC | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 8400 ENTERPRISE WAY #102 OAKLAND, CA 94621 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Apprenticeship Programs | Job Placement: | Yes | Bachelor Degree: | No |
| Phone: | (510) 553-0991 | Career Development: | No | Associate Degree: | No |
| Fax: | (510) 553-0998 | Counseling: | No | Certificate: | Yes |
| Internet/URL: | http://www.bac3train.com | Child Care: | No | Diploma: | No |
| Email: | mike@bac3train.com | Open Entry/Open Exit: | No | | |
| | | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 873020 BRICK MASONS
Training Program(s): Mason and Tile Setter

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | NORTHERN CALIFORNIA CEMENT MASONS | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 2350 SANTA RITA ROAD PLEASANTON, CA 94566-4135 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Apprenticeship Programs | Job Placement: | Yes | Bachelor Degree: | No |
| Phone: | (925) 484-2271 | Career Development: | Yes | Associate Degree: | No |
| Fax: | (925) 484-2312 | Counseling: | Yes | Certificate: | Yes |
| Internet/URL: | not applicable | Child Care: | No | Diploma: | No |
| Email: | nccmjatc@sbcglobal.net | Open Entry/Open Exit: | Yes | | |
| | | Distance Learning: | No | | |
| | | English as a Second Language: | Yes | | |

Occupational Title: 873170 PLASTERERS AND STUCCO MASONS
Training Program(s): Construction Trades, Other

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | OAKLAND INSTITUTE OF AUTOMOTIVE | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 2600 WEST ST OAKLAND, CA 94612 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Apprenticeship Programs | Job Placement: | Yes | Bachelor Degree: | No |
| Phone: | (510) 272-9000 | Career Development: | Yes | Associate Degree: | No |
| Fax: | (510) 272-9089 | Counseling: | Yes | Certificate: | Yes |
| Internet/URL: | www.automechanicschool.com | Child Care: | No | Diploma: | No |
| Email: | virianbouze@yahoo.com | Open Entry/Open Exit: | Yes | | |
| | | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 853020 AUTOMOTIVE MECHANICS
Training Program(s): Auto/Automotive Mechanic/Technician

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | OAKLAND UNIFIED SCHOOL DISTRICT ADULT | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 3709 EAST 12TH STREET OAKLAND, CA 94606 | Veteran Approved: | No | Master Degree: | No |
| School Type: | Public Adult Schools with occupational programs | Job Placement: | No | Bachelor Degree: | No |
| Phone: | (510) 879-8146 | Career Development: | Yes | Associate Degree: | No |
| Fax: | (510) 879-1840 | Counseling: | Yes | Certificate: | Yes |
| Internet/URL: | http://www.ousd.k12.ca.us/ousdaded/navigateframe.htm | Child Care: | Yes | Diploma: | Yes |
| Email: | lita@ousd.k12.ca.us | Open Entry/Open Exit: | Yes | | |
| | | Distance Learning: | Yes | | |
| | | English as a Second Language: | Yes | | |

Occupational Title: 630470 GUARDS AND WATCH GUARDS
Training Program(s): Security and Loss Prevention Services

Occupational Title: 211080 LOAN OFFICERS AND COUNSELORS
Training Program(s): Financial Services Marketing Operations

Occupational Title: 660080 NURSING AIDES, ORDERLIES, AND ATTENDANTS
Training Program(s): Nurse Assistant/Aide

Occupational Title: 553050 RECEPTIONISTS AND INFORMATION CLERKS
Training Program(s): General Office/Clerical and Typing Services

Occupational Title: 430140 SALES AGENTS, SECURITIES, COMMODITIES, AND FINANCIAL SERVICE
Training Program(s): Financial Services Marketing Operations

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | PLATT COLLEGE | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 362 22ND STREET OAKLAND, CA, 94612 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Private 4- or more year Colleges and Universities, including Graduate and Professional Schools | Job Placement: | Yes | Bachelor Degree: | No |
| Phone: | (510) 451-7800 | Career Development: | Yes | Associate Degree: | No |
| Fax: | (510) 451-7850 | Counseling: | Yes | Certificate: | Yes |
| Internet/URL: | http://www.plattcollege.com | Child Care: | No | Diploma: | Yes |
| Email: | admissions@plattcollege.com | Open Entry/Open Exit: | No | | |
| | | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 251030 DATA BASE ADMINISTRATORS
Training Program(s): Computer and Information Sciences, General

Occupational Title: 141061998 GRAPHIC DESIGNERS
Training Program(s): Graphic Design, Commercial Art and Illustration

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | PLEASANTON UNIFIED ADULT | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 4645 BERNAL AVE PLEASANTON, CA 94566 | Veteran Approved: | No | Master Degree: | No |
| School Type: | Public Adult Schools with occupational programs | Job Placement: | No | Bachelor Degree: | No |
| | | Career Development: | Yes | Associate Degree: | No |
| Phone: | (925) 426-4280 | Counseling: | Yes | Certificate: | Yes |
| Fax: | (925) 846-5317 | Child Care: | No | Diploma: | Yes |
| Internet/URL: | http://www.pleasanton.k12.ca.us | Open Entry/Open Exit: | Yes | | |
| Email: | glensparks@pleasanton.k12.ca.us | Distance Learning: | No | | |
| | | English as a Second Language: | Yes | | |

Occupational Title: 553050 RECEPTIONISTS AND INFORMATION CLERKS

Training Program(s): General Office/Clerical and Typing Services

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | PRECISION TRUCK SCHOOL INC. | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 7700 EDGEWATER DRIVE, STE 836 OAKLAND, CA 94621 | Veteran Approved: | No | Master Degree: | No |
| School Type: | Secondary Schools with Occupational Programs (ROP and vocational/occupational education) | Job Placement: | Yes | Bachelor Degree: | No |
| | | Career Development: | Yes | Associate Degree: | No |
| Phone: | (510) 638-7078 | Counseling: | Yes | Certificate: | No |
| Fax: | (510) 638-8811 | Child Care: | No | Diploma: | Yes |
| Internet/URL: | www.precisiontruckschool.com | Open Entry/Open Exit: | Yes | | |
| Email: | pts2@ix.netcom.com | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 971020 TRUCK DRIVERS, HEAVY OR TRACTOR-TRAILER

Training Program(s): Truck, Bus and Other Commercial Vehicle Operator

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | PYRAMID COMPUTER TRAINING | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 15919 HESPERIAN BOULEVARD SAN LORENZO, CA 94580 | Veteran Approved: | No | Master Degree: | No |
| School Type: | Proprietary (Private) Business and Technical Schools | Job Placement: | No | Bachelor Degree: | No |
| | | Career Development: | No | Associate Degree: | No |
| Phone: | (510) 276-0360 | Counseling: | Yes | Certificate: | Yes |
| Fax: | (510) 276-0460 | Child Care: | No | Diploma: | No |
| Internet/URL: | http://www.pyramidtraining.com/# | Open Entry/Open Exit: | No | | |
| Email: | noemi@pyramidtraining.com | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

Occupational Title: 031064999 INTERNET WEB SITE DESIGNERS/DEVELOPERS (WEBMASTERS)

Training Program(s): Computer Programming

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | SAFETY FIRST COMMERCIAL DRIVER TRAINING | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 31030 UNION CITY BLVD UNION CITY, CA 94587 | Veteran Approved: | No | Master Degree: | No |
| School Type: | Apprenticeship Programs | Job Placement: | Yes | Bachelor Degree: | No |
| | | Career Development: | Yes | Associate Degree: | No |
| Phone: | (510) 793-1773 | Counseling: | Yes | Certificate: | Yes |
| Fax: | (510) 487-4955 | Child Care: | No | Diploma: | No |
| Internet/URL: | not available | Open Entry/Open Exit: | Yes | | |
| Email: | safety1st.@home.com | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 971020 TRUCK DRIVERS, HEAVY OR TRACTOR-TRAILER

Training Program(s): Truck, Bus and Other Commercial Vehicle Operator

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | SAMUEL MERRITT COLLEGE | Financial Aid: | Yes | Doctorate Degree: | Yes |
| Physical Address: | 370 HAWTHORNE OAKLAND, CA 94609-3108 | Veteran Approved: | No | Master Degree: | Yes |
| School Type: | Secondary Schools with Occupational Programs (ROP and vocational/occupational education) | Job Placement: | Yes | Bachelor Degree: | Yes |
| | | Career Development: | Yes | Associate Degree: | No |
| Phone: | (510) 869-6618 | Counseling: | Yes | Certificate: | Yes |
| Fax: | (510) 869-6725 | Child Care: | No | Diploma: | No |
| Internet/URL: | http://www.samuelmerritt.edu | Open Entry/Open Exit: | Yes | | |
| Email: | jgartens@samuelmerritt.edu | Distance Learning: | Yes | | |
| | | English as a Second Language: | Yes | | |

Occupational Title: 325020 REGISTERED NURSES

Training Program(s): Nursing Science (Post-R.N.)

Nursing (R.N. Training)

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | SCHOOL OF COMMUNICATION ELECTRONICS | Financial Aid: | Yes | Doctorate Degree: | No |
| Physical Address: | 2301 TELEGRAPH AVE OAKLAND, CA 94612 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Proprietary (Private) Business and Technical Schools | Job Placement: | Yes | Bachelor Degree: | No |
| | | Career Development: | Yes | Associate Degree: | No |
| Phone: | (510) 208-1740 | Counseling: | Yes | Certificate: | Yes |
| Fax: | (510) 208-1742 | Child Care: | No | Diploma: | No |
| Internet/URL: | http://www.sfce.org | Open Entry/Open Exit: | No | | |
| Email: | sf_sce@yahoo.com | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 213132999 COMPUTER AND SOFTWARE SUPPORT TECHNICIANS

Training Program(s): Information Sciences and Systems

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Information Sciences and Systems

Computer and Information Sciences, General

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | SEQUOIA INSTITUTE | Financial Aid: | Yes | Doctorate Degree: | No |
| Physical Address: | 200 WHITNEY PLACE FREMONT, CA 94539 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Proprietary (Private) Business and Technical Schools | Job Placement: | Yes | Bachelor Degree: | No |
| Phone: | (510) 490-6900 | Career Development: | Yes | Associate Degree: | Yes |
| Fax: | (510) 490-8599 | Counseling: | Yes | Certificate: | Yes |
| Internet/URL: | http://www.sequoiainstitute.com | Child Care: | No | Diploma: | Yes |
| Email: | tcassady@sequoiainstitute.com | Open Entry/Open Exit: | No | | |
| | | Distance Learning: | Yes | | |
| | | English as a Second Language: | No | | |

Occupational Title: 853020 AUTOMOTIVE MECHANICS

Training Program(s): Auto/Automotive Mechanic/Technician

Automotive Engineering Tech./Technician

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | SHIRLEY WARE EDUCATION CENTER LOCAL 250 | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 560 20TH STREET OAKLAND, CA 94612 | Veteran Approved: | No | Master Degree: | No |
| School Type: | Hospital or Health Programs not elsewhere included | Job Placement: | Yes | Bachelor Degree: | No |
| Phone: | (510) 869-2233 | Career Development: | Yes | Associate Degree: | No |
| Fax: | (510) 763-2680 | Counseling: | Yes | Certificate: | Yes |
| Internet/URL: | www.seiu250.org | Child Care: | No | Diploma: | No |
| Email: | pfrost@seiu250.org | Open Entry/Open Exit: | No | | |
| | | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 660080 NURSING AIDES, ORDERLIES, AND ATTENDANTS

Training Program(s): Nurse Assistant/Aide

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | SILICON VALLEY COLLEGE - OAKLAND | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 362 22ND STREET OAKLAND, CA 94612 | Veteran Approved: | No | Master Degree: | No |
| School Type: | Proprietary (Private) Business and Technical Schools | Job Placement: | Yes | Bachelor Degree: | Yes |
| Phone: | (510) 451-7800 | Career Development: | Yes | Associate Degree: | Yes |
| Fax: | (510) 451-7850 | Counseling: | Yes | Certificate: | Yes |
| Internet/URL: | http://www.siliconvalley.edu | Child Care: | No | Diploma: | No |
| Email: | not available | Open Entry/Open Exit: | No | | |
| | | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 003362999 COMPUTER AIDED DESIGN (CAD) TECHNICIANS

Training Program(s): Architectural Drafting
Mechanical Drafting

Occupational Title: 213132999 COMPUTER AND SOFTWARE SUPPORT TECHNICIANS

Training Program(s): Business Systems Networking and Telecommunications

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | SILICON VALLEY COLLEGE - FREMONT | Financial Aid: | Yes | Doctorate Degree: | No |
| Physical Address: | 41350 CHRISTY STREET FREMONT, CA 94538 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Proprietary (Private) Business and Technical Schools | Job Placement: | Yes | Bachelor Degree: | No |
| Phone: | (510) 623-9966 | Career Development: | Yes | Associate Degree: | Yes |
| Fax: | (510) 623-9822 | Counseling: | Yes | Certificate: | Yes |
| Internet/URL: | http://www.svcollege.com | Child Care: | No | Diploma: | Yes |
| Email: | acroos@svcollege.com | Open Entry/Open Exit: | Yes | | |
| | | Distance Learning: | Yes | | |
| | | English as a Second Language: | No | | |

Occupational Title: 003362999 COMPUTER AIDED DESIGN (CAD) TECHNICIANS

Training Program(s): Electrical/Electronics Drafting
Mechanical Drafting

Occupational Title: 213132999 COMPUTER AND SOFTWARE SUPPORT TECHNICIANS

Training Program(s): Business Systems Networking and Telecommunications

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

Occupational Title: 141061998 GRAPHIC DESIGNERS

Training Program(s): Graphic Design, Commercial Art and Illustration

| | | | | | |
|--------------------------|--|--------------------------|----|--------------------------|----|
| Provider: | ST LUKE'S SUBACUTE HOSPITAL AND NURSING | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 1652 MONO AVENUE | Veteran Approved: | No | Master Degree: | No |

| | | | | | |
|----------------------|---|--------------------------------------|-----|--------------------------|-----|
| School Type: | SAN LEANDRO, CA 94578 Hospital or Health Programs not elsewhere included | Job Placement: | No | Bachelor Degree: | No |
| Phone: | (510) 278-7100 | Career Development: | Yes | Associate Degree: | No |
| Fax: | (510) 278-7912 | Counseling: | No | Certificate: | Yes |
| Internet/URL: | not available | Child Care: | No | Diploma: | No |
| Email: | seatonrehab@juno.com | Open Entry/Open Exit: | No | | |
| | | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 660080 NURSING AIDES, ORDERLIES, AND ATTENDANTS

Training Program(s): Nurse Assistant/Aide

| | | | | | |
|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | SUMMIT COLLEGE | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 2111 FRANKLIN STREET OAKLAND, CA 94612-3003 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Proprietary (Private) Business and Technical Schools | Job Placement: | Yes | Bachelor Degree: | No |
| | | Career Development: | Yes | Associate Degree: | No |
| Phone: | (510) 452-2063 | Counseling: | Yes | Certificate: | Yes |
| Fax: | (510) 452-9430 | Child Care: | No | Diploma: | No |
| Internet/URL: | http://www.summitcollege.org | Open Entry/Open Exit: | Yes | | |
| Email: | info@summitcollege.org | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 553050 RECEPTIONISTS AND INFORMATION CLERKS

Training Program(s): General Office/Clerical and Typing Services

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | TRI-VALLEY REGIONAL OCCUPATIONAL PROGRAM | Financial Aid: | No | Doctorate Degree: | No |
| Physical Address: | 2600 KITTY HAWK ROAD #117 LIVERMORE, CA 94550 | Veteran Approved: | No | Master Degree: | No |
| School Type: | Secondary Schools with Occupational Programs (ROP and vocational/occupational education) | Job Placement: | No | Bachelor Degree: | No |
| | | Career Development: | Yes | Associate Degree: | No |
| Phone: | (925) 455-4800 | Counseling: | No | Certificate: | Yes |
| Fax: | (925) 449-9126 | Child Care: | No | Diploma: | No |
| Internet/URL: | not applicable | Open Entry/Open Exit: | No | | |
| Email: | tvroptri@postoffice.pacbell.net | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 853020 AUTOMOTIVE MECHANICS

Training Program(s): Auto/Automotive Mechanic/Technician

Occupational Title: 003362999 COMPUTER AIDED DESIGN (CAD) TECHNICIANS

Training Program(s): Drafting, Other

Occupational Title: 213132999 COMPUTER AND SOFTWARE SUPPORT TECHNICIANS

Training Program(s): Information Sciences and Systems
Management Information Systems and Business Data Processing

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Information Sciences and Systems
Management Information Systems and Business Data Processing

Occupational Title: 031064999 INTERNET WEB SITE DESIGNERS/DEVELOPERS (WEBMASTERS)

Training Program(s): Management Information Systems and Business Data Processing

Occupational Title: 660080 NURSING AIDES, ORDERLIES, AND ATTENDANTS

Training Program(s): Nurse Assistant/Aide

Occupational Title: 490260 TELEMARKETERS, DOOR-TO-DOOR SALES WORKERS, NEWS AND STREET VENDORS,
AND OTHER RELATED WORKERS

Training Program(s): General Marketing Operations

| | | | | | |
|--------------------------|--|--------------------------------------|-----|--------------------------|-----|
| Provider: | TURNKEY CONSTRUCTION MANAGEMENT | Financial Aid: | Yes | Doctorate Degree: | No |
| Physical Address: | 20980 REDWOOD ROAD, SUITE 205 CASTRO VALLEY, CA 94546 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Secondary Schools with Occupational Programs (ROP and vocational/occupational education) | Job Placement: | Yes | Bachelor Degree: | No |
| | | Career Development: | Yes | Associate Degree: | No |
| Phone: | (510) 537-2338 | Counseling: | No | Certificate: | Yes |
| Fax: | (510) 537-3565 | Child Care: | No | Diploma: | No |
| Internet/URL: | http://www.turnkeyinstitute.com | Open Entry/Open Exit: | Yes | | |
| Email: | bob@turnkeyinstitute.com | Distance Learning: | Yes | | |
| | | English as a Second Language: | No | | |

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

Occupational Title: 873170 PLASTERERS AND STUCCO MASONS

Training Program(s): Construction Trades, Other

| | | | | | |
|--------------------------|--|----------------------------|-----|--------------------------|-----|
| Provider: | UNITEK | Financial Aid: | Yes | Doctorate Degree: | No |
| Physical Address: | 29465 PASEO PADRE PKWY #2900 FREMONT, CA 94538 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Proprietary (Private) Business and Technical Schools | Job Placement: | Yes | Bachelor Degree: | No |
| | | Career Development: | Yes | Associate Degree: | No |
| | | Counseling: | Yes | Certificate: | Yes |

Phone: (510) 249-1060
Fax: (510) 249-9125
Internet/URL: <http://www.unitek.com>
Email: info@unitek.com

Child Care: No
Open Entry/Open Exit: Yes
Distance Learning: Yes
English as a Second Language: No

Diploma: No

Occupational Title: 213132999 COMPUTER AND SOFTWARE SUPPORT TECHNICIANS

Training Program(s): Business Systems Networking and Telecommunications

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

Provider: UNIVERSITY OF CALIFORNIA EXTENSION,
BERKELEY

Physical Address: 1995 UNIVERSITY AVENUE
BERKELEY CA, 94720-7007

School Type: Public 4- or more year Colleges and Universities,
including all Graduate and Professional Schools

Phone: (510) 643-9905

Fax: (510) 643-2333

Internet/URL: <http://www.unex.berkeley.edu:4243>

Email: cmh@unex.berkeley.edu

Financial Aid: Yes

Veteran Approved: Yes

Job Placement: No

Career Development: No

Counseling: No

Child Care: No

Open Entry/Open Exit: No

Distance Learning: Yes

English as a Second Language: Yes

Doctorate Degree: No

Master Degree: No

Bachelor Degree: No

Associate Degree: No

Certificate: Yes

Diploma: Yes

Occupational Title: 213132999 COMPUTER AND SOFTWARE SUPPORT TECHNICIANS

Training Program(s): Information Sciences and Systems

Occupational Title: 219020 COST ESTIMATORS

Training Program(s): Purchasing, Procurement and Contracts Management

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

Information Sciences and Systems

Occupational Title: 141061998 GRAPHIC DESIGNERS

Training Program(s): Graphic Design, Commercial Art and Illustration

Occupational Title: 130050 PERSONNEL, TRAINING AND LABOR RELATIONS MANAGERS

Training Program(s): Human Resources Management

Occupational Title: 430140 SALES AGENTS, SECURITIES, COMMODITIES, AND FINANCIAL SERVICE

Training Program(s): Financial Planning

Provider: UNIVERSITY OF CALIFORNIA, BERKELEY

Physical Address: 200 CALIFORNIA HALL
BERKELEY, CA 94720

School Type: Public 4- or more year Colleges and Universities,
including all Graduate and Professional Schools

Phone: (510) 642-6727

Fax: (510) 642-8153

Internet/URL: <http://www.berkeley.edu>

Email: ouars@uclink.berkeley.edu

Financial Aid: Yes

Veteran Approved: Yes

Job Placement: Yes

Career Development: Yes

Counseling: Yes

Child Care: Yes

Open Entry/Open Exit: Yes

Distance Learning: Yes

English as a Second Language: Yes

Doctorate Degree: Yes

Master Degree: Yes

Bachelor Degree: Yes

Associate Degree: Yes

Certificate: No

Diploma: No

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

Occupational Title: 221260 ELECTRICAL AND ELECTRONIC ENGINEERS

Training Program(s): Electrical, Electronics and Communication Engineering

Occupational Title: 313080 TEACHERS, SECONDARY SCHOOL

Training Program(s): Education, General

Science Teacher Education, General

Reading Teacher Education

Physical Education Teaching and Coaching

Mathematics Teacher Education

Foreign Languages Teacher Education

Secondary Teacher Education

English Teacher Education

Occupational Title: 315140 VOCATIONAL AND EDUCATIONAL COUNSELORS

Training Program(s): Counselor Education Counseling and Guidance Services

Provider: UNIVERSITY OF PHOENIX - PLEASANTON
STONERIDGE LEARNING CENTER

Physical Address: 7901 STONERIDGE DRIVE STE 130
PLEASANTON, CA 94588

School Type: Public 4- or more year Colleges and Universities,
including all Graduate and Professional Schools

Phone: (925) 847-7640

Fax: (925) 734-6353

Financial Aid: Yes

Veteran Approved: Yes

Job Placement: Yes

Career Development: Yes

Counseling: Yes

Child Care: No

Open Entry/Open Exit: No

Distance Learning: Yes

Doctorate Degree: No

Master Degree: Yes

Bachelor Degree: Yes

Associate Degree: No

Certificate: No

Diploma: Yes

Internet/URL: <http://www.phoenix.edu>
Email: heather.cornell@apollogrp.edu

English as a Second Language: No

Occupational Title: 325020 REGISTERED NURSES

Training Program(s): Nursing (R.N. Training)

Provider: US DEPARTMENT OF LABOR APPRENTICESHIP
Physical Address: 1301 CLAY STREET, SUITE 1090,
OAKLAND, CA 94612
School Type: Apprenticeship Programs
Phone: (510) 637-2951
Fax: (510) 637-2953
Internet/URL: <http://www.calapprenticeship.org>
Email: ckamara@doleta.gov

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|-------------------------------|----|-------------------|-----|
| Financial Aid: | No | Doctorate Degree: | No |
| Veteran Approved: | No | Master Degree: | No |
| Job Placement: | No | Bachelor Degree: | No |
| Career Development: | No | Associate Degree: | No |
| Counseling: | No | Certificate: | Yes |
| Child Care: | No | Diploma: | No |
| Open Entry/Open Exit: | No | | |
| Distance Learning: | No | | |
| English as a Second Language: | No | | |

Occupational Title: 853020 AUTOMOTIVE MECHANICS

Training Program(s): Auto/Automotive Mechanic/Technician

Occupational Title: 873020 BRICK MASONS

Training Program(s): Mason and Tile Setter

Occupational Title: 871020 CARPENTERS

Training Program(s): Carpenter

Occupational Title: 873170 PLASTERERS AND STUCCO MASONS

Training Program(s): Construction Trades, Other

Provider: VALLECITOS CET INC
Physical Address: 597 C STREET
HAYWARD, CA 94541
School Type: Proprietary (Private) Business and Technical Schools
Phone: (510) 537-8400
Fax: (510) 537-0593
Internet/URL: not applicable
Email: vcet@pacbell.net

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|-------------------------------|-----|-------------------|-----|
| Financial Aid: | No | Doctorate Degree: | No |
| Veteran Approved: | No | Master Degree: | No |
| Job Placement: | Yes | Bachelor Degree: | No |
| Career Development: | Yes | Associate Degree: | No |
| Counseling: | Yes | Certificate: | Yes |
| Child Care: | Yes | Diploma: | No |
| Open Entry/Open Exit: | Yes | | |
| Distance Learning: | No | | |
| English as a Second Language: | Yes | | |

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

Provider: VISTA COMMUNITY COLLEGE
Physical Address: 2020 MILVIA STREET
BERKELEY, CA 94704-1183
School Type: Community Colleges
Phone: (510) 981-2800
Fax: (510) 841-7333
Internet/URL: <http://www.peralta.cc.ca.us>
Email: sfogarino@peralta.cc.ca.us

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|-------------------------------|-----|-------------------|-----|
| Financial Aid: | Yes | Doctorate Degree: | No |
| Veteran Approved: | Yes | Master Degree: | No |
| Job Placement: | No | Bachelor Degree: | No |
| Career Development: | Yes | Associate Degree: | Yes |
| Counseling: | Yes | Certificate: | Yes |
| Child Care: | No | Diploma: | No |
| Open Entry/Open Exit: | Yes | | |
| Distance Learning: | No | | |
| English as a Second Language: | Yes | | |

Occupational Title: 251030 DATA BASE ADMINISTRATORS

Training Program(s): Computer and Information Sciences, General

Occupational Title: 031064999 INTERNET WEB SITE DESIGNERS/DEVELOPERS (WEBMASTERS)

Training Program(s): Computer Programming

Provider: WESTERN INSTITUTE FOR SOCIAL RESEARCH
Physical Address: 3220 SACRAMENTO STREET
BERKELEY, CA 94702
School Type: Private 4- or more year Colleges and Universities,
including Graduate and Professional Schools
Phone: (510) 655-2830
Fax: (510) 655-2831
Internet/URL: <http://www.california.com/wisr>
Email: wisruniv@aol.com

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|-------------------------------|-----|-------------------|-----|
| Financial Aid: | No | Doctorate Degree: | Yes |
| Veteran Approved: | No | Master Degree: | Yes |
| Job Placement: | No | Bachelor Degree: | Yes |
| Career Development: | Yes | Associate Degree: | No |
| Counseling: | No | Certificate: | No |
| Child Care: | No | Diploma: | No |
| Open Entry/Open Exit: | Yes | | |
| Distance Learning: | Yes | | |
| English as a Second Language: | No | | |

Occupational Title: 313080 TEACHERS, SECONDARY SCHOOL

Training Program(s): Education, General

Provider: WESTERN PACIFIC TRUCK SCHOOL
Physical Address: 1280 WEST MIDWAY AVE #102
ALAMEDA, CA 94501
School Type: Apprenticeship Programs
Phone: (209) 472-1500
Fax: (209) 472-1538
Internet/URL: <http://www.wptruckschool.com>
Email: nordic@wptruckschool.com

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|-------------------------------|-----|-------------------|-----|
| Financial Aid: | No | Doctorate Degree: | No |
| Veteran Approved: | No | Master Degree: | No |
| Job Placement: | Yes | Bachelor Degree: | No |
| Career Development: | Yes | Associate Degree: | No |
| Counseling: | Yes | Certificate: | Yes |
| Child Care: | No | Diploma: | Yes |
| Open Entry/Open Exit: | No | | |
| Distance Learning: | No | | |
| English as a Second Language: | No | | |

Occupational Title: 971020 TRUCK DRIVERS, HEAVY OR TRACTOR-TRAILER

Training Program(s): Truck, Bus and Other Commercial Vehicle Operator

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|--------------------------|---|--------------------------------------|-----|--------------------------|-----|
| Provider: | WESTERN TRUCK SCHOOL | Financial Aid: | Yes | Doctorate Degree: | No |
| Physical Address: | 3101 WHIPPLE ROAD, SUITE 24 UNION CITY, CA 94587 | Veteran Approved: | Yes | Master Degree: | No |
| School Type: | Proprietary (Private) Business and Technical Schools | Job Placement: | Yes | Bachelor Degree: | No |
| Phone: | (510) 489-8736 | Career Development: | Yes | Associate Degree: | No |
| Fax: | (510) 489-6347 | Counseling: | Yes | Certificate: | Yes |
| Internet/URL: | http://www.westerntruckschool.com | Child Care: | No | Diploma: | Yes |
| Email: | recpt@westerntruckschool.com | Open Entry/Open Exit: | Yes | | |
| | | Distance Learning: | No | | |
| | | English as a Second Language: | No | | |

Occupational Title: 971020 TRUCK DRIVERS, HEAVY OR TRACTOR-TRAILER

Training Program(s): Truck, Bus and Other Commercial Vehicle Operator